

CROP YEAR

2024/2025

SUSTAINABILITY REPORT

COMMUNICATION OF PROGRESS



USINA SANTA TEREZINHA

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Archives from Usina Santa
Terezinha

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WELCOME

**UST is pleased to present its Sustainability Report
for the 2024/2025 crop year!**

How to navigate this report?

You can navigate more quickly by using the Index links located on the left side of each page, clicking on the icons to navigate through the document.

This publication includes our ESG (Environmental, Social and Governance) performance for the 2024/2025 harvest, resulting in the 15th edition of the UST – Usina Santa Terezinha Sustainability Report! The published issues that have been released and made available to our stakeholders demonstrate a solid Sustainability Journey in UST's management and activities. Throughout the report, there is information that addresses our management and accountability on economic-financial, environmental, social, and institutional topics, aligned with global commitments such as the 2030 Agenda for Sustainable Development Goals (SDGs) and the UN Global Compact, which the company joined in 2012. This material covers the 2024/2025 harvest period (from April 1, 2024, to March 31, 2025). [\[GRI 2-3\]](#)

In this version, the report continues to be available in Portuguese and English, in separate files, to facilitate consultation by stakeholders. Both formats can be downloaded in PDF from the website www.usacucar.com.br. For clarification, comments, or suggestions regarding this edition, please get in touch with comunicacao@usacucar.com.br. [\[GRI 2-3\]](#)

A WORD FROM LEADERSHIP

[GRI 2-22]



The 2024/2025 crop year is marked in the history of Usina Santa Terezinha. It was the company's 60th harvest and the year in which the company's judicial reorganization process was declared closed, consolidating faithful compliance with the Judicial Reorganization Plan established with creditors.

We continue to evolve each year, seeking continuous improvement and strategic adjustments in our agro-industrial activities.

We continue with the Performa Project, focused on best practices to ensure the operational efficiency and sustainability of our business, focused on four pillars: Safety, Performance, Quality, and Cost. These pillars guide all decisions and activities, from the cultivation of sugarcane to the production and commercialization of VHP (Very High Polarization) sugar, ethanol, and bioelectricity.

The most recent harvest has been essential for strengthening Usina Santa Terezinha, with the processing of more than 11 million tons of sugarcane and the planting of 46,000 hectares of sugarcane using an appropriate agronomic protocol, an investment that will ensure even more productive harvests.

Economic and financial discipline led us to reorganize our governance, with the Vice-Presidency working strategically in integration with the executive boards.

In this context, we continue to innovate, always seeking conditions to ensure increased productivity of sugarcane fields, such as hiring rain induction technology; intensifying biological conditioners and organic nutrition use; and utilizing localized application using drones,

providing large-scale biological control and gains in precision and rational use of inputs.

We remain committed to our mission of sustainable growth. Our Sustainability Master Plan projects have maintained their robustness, achieving one more Gold level certification. We had thirteen projects registered and audited, meeting ESG (Environmental, Social, and Governance) impact criteria.

We launched a new project called Super Ação UST, carried out in five APAEs (Association of Parents and Friends of Exceptional Children) in Paraná, which promotes the inclusion and autonomy of PCDs (People with Disabilities) at Usina Santa Terezinha. These employees were hired to produce handicrafts from sugarcane bagasse, which are used in sustainability projects and company events for various audiences, including agricultural partners, company leaders, and the broader community. We are the first company in the northwest region of Paraná to expand Protected Work to five municipalities (Maringá, Paranacity, Terra Rica, Cianorte, and Umuarama) in the same period, which reinforces our commitment to Diversity and Inclusion.

During Safety Week, we implemented the UST com Você Program, focused on behavioral observation techniques, assisted by technology through software and an app. The program is aligned with the SSMA (Health, Safety, and Environment) Integrated Management System at Usina Santa Terezinha, which seeks safe, reliable, and compliant activities.

We celebrate our achievements and the challenges we have overcome, with a commitment to developing the people and communities surrounding our operations, ensuring our business remains sustainable, supported by a competent team, and trusted by our stakeholders.

Paulo Meneguetti
President, Usina Santa Terezinha

COMMITMENT

The Sustainability Report UST — Usina Santa Terezinha is voluntarily prepared in accordance with the GRI (Global Reporting Initiative) international organization standards. For the seventh time, the document has been written in accordance with the GRI Standards: Compliant Option, covering all production units and corporate and logistics terminals located in 12 municipalities across two Brazilian states. These standards are therefore referred to in the text by the acronym “GRI.” [\[GRI 2-23 and 3-1\]](#)

The study on which topics are the most relevant to business management was conducted in 2015 and internally reviewed in 2017. That measure focused on the company’s activities in Paraná and Mato Grosso do Sul. During that process, two-way communication provided valuable insights and guided all decision-making throughout the production, distribution, and market chain. [\[GRI 2-14, 2-16 and 3-1\]](#)

This is the seventh year in which sustainability information regarding Usina de Açúcar Santa Terezinha Ltda. undergo a limited assurance conducted by PwC. The Assurance Report can be found on page 95. That practice is requested by the company’s leadership and is one of the annual goals of those responsible for developing the report. External and independent verification

keeps Usina Santa Terezinha up to date with the best accountability practices in the market. [\[GRI 2-5\]](#)

The report also presents financial indicators audited by PwC, following the IFRS (International Financial Reporting Standards). They include, in addition to Usina Santa Terezinha Ltda. and its subsidiaries, the following companies: Usaciga Açúcar, Álcool e Energia Elétrica S/A, and Usina Rio Paraná S/A. [\[GRI 2-1, 2-2 and 2-5\]](#)

The content is oriented by national and global regulations, such as those related to labor and safety practices. All the chapters have been validated by the board of Usina Santa Terezinha. [\[GRI 2-14\]](#)

How to identify the GRI?

Throughout the document, the GRI XXX-X symbol appears next to the content of the chapters in which the indicator is reported. In addition to that reference, a complete list of the indicators can be found in the GRI Content Index on page 63, which includes a description of each indicator and a reference to the page where it is reported.

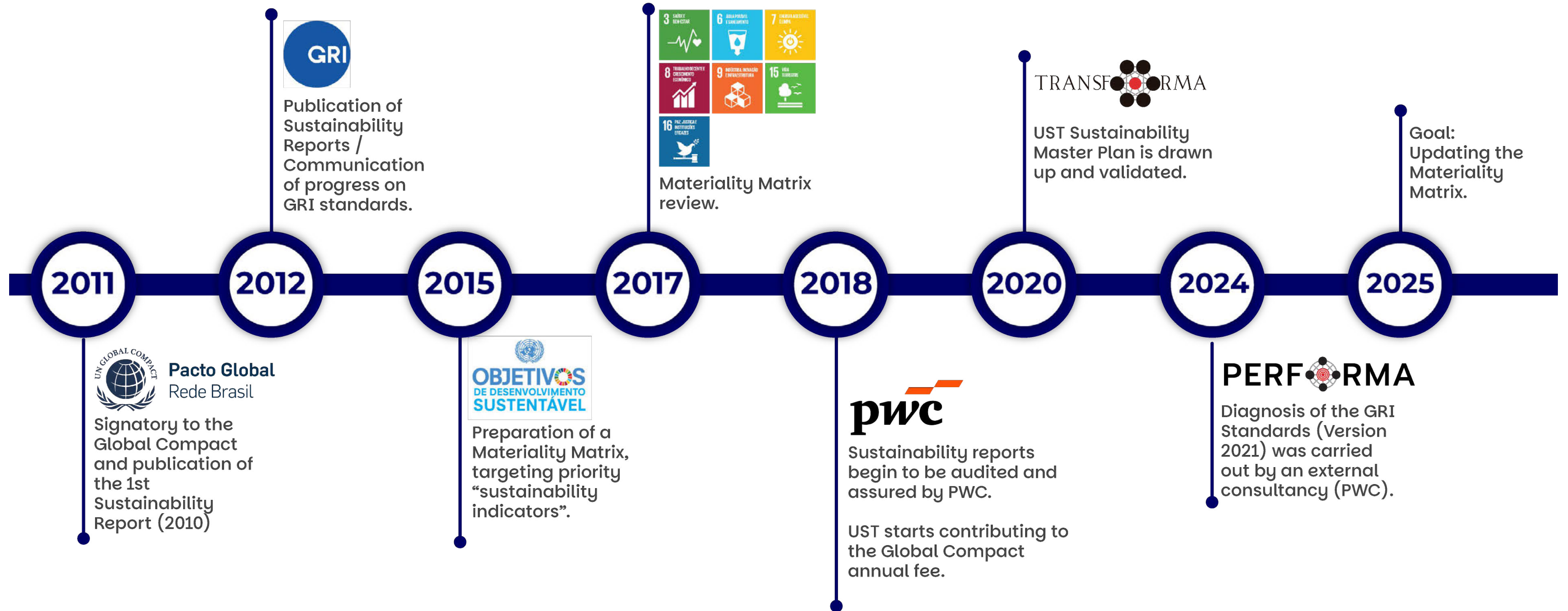
Since 2012, the report has also been in line with the COP (Communication of Progress) requirements under the 10 Global Compact principles, a UN initiative. After the company became a signatory of the movement in 2011, corporate actions began to be strengthened in four critical areas: Human Rights, Labor Relations, Environment, and the Fight against Corruption, which integrate the criteria established by the organization in the “Active” level. [\[GRI 2-23 and 3-1\]](#)

The Millennium Goals have been integrated into Usina Santa Terezinha’s strategic planning for nine years now, in line with the UN’s SDG (Sustainable Development Goals) 2030 Agenda, which focuses on four dimensions: Economic, Environmental, Social, and Institutional, aligning with the materiality process. The content is based on global methods of indicators, which reflect the ten most relevant topics for the company’s business and stakeholders, identified through queries with stakeholders to build the Materiality Matrix. Among the 17 SDGs, seven were prioritized by high management, aligning with the 2016–2030 agenda proposed by the UN, considering

both the positive and negative impacts on the company’s operations. [\[GRI 2-23 and 3-1\]](#)

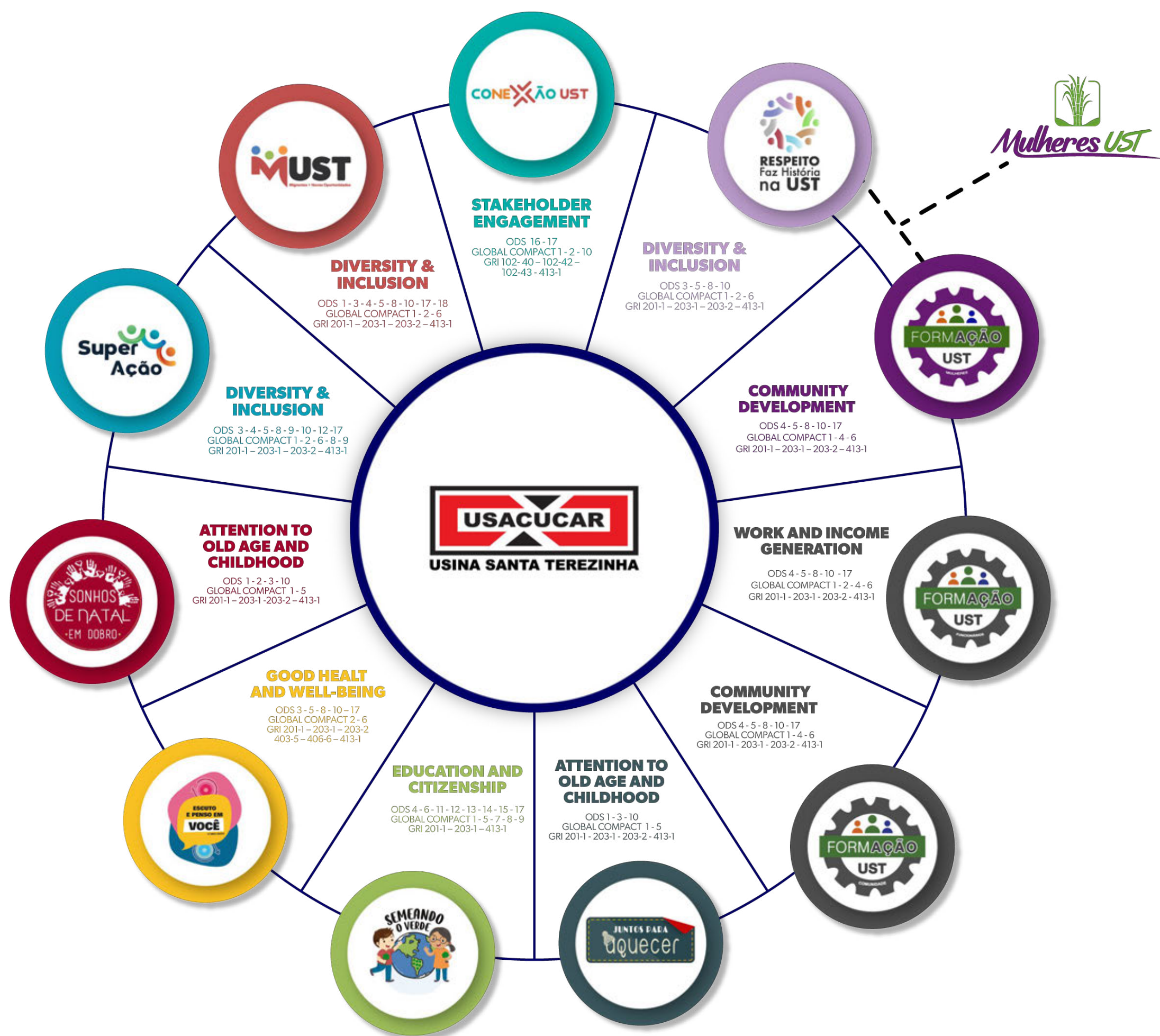


EXPLORE USINA SANTA TEREZINHA'S SUSTAINABILITY/ESG TRAIL



Every crop year, Usina Santa Terezinha's Sustainability/ESG (Environmental, Social and Governance) Master Plan is updated, in line with the company's strategic business scenario. The projects have been added and/or updated but

never discontinued. Project formats are revised in line with the needs of the target audience. [\[GRI 413-1\]](#)



This document presents eleven projects, categorized by the following elements: start, definition, objective, period, audience, activities, scope, and results.

For the 2024/2025 crop year, the Sustainability/ESG Master Plan was shared at the following events:

- **Sesi (Industry Social Service) SDG Congress**, promoted by Sesi/PR, with support from CIFAL Curitiba (Centre International de Formation des Autorités/Acteurs Locaux) and Unitar (United Nations Institute for Training and Research), in Curitiba/PR.
- **Conexão RH: ESG and its Impact on People Management**, promoted by UniCV University Center and the Career Center, in Maringá, Paraná.
- **ESG in the Sugar and Energy Industries of Paraná**, promoted by Alcopar (Association of Bioenergy Producers of the State of Paraná), in Maringá, Paraná.
- **Arena Sustentável 2024**, held by Grupo Maringá de Comunicação, in Maringá, Paraná.



Click to learn more about Usina Santa Terezinha's participation in the Arena Sustentável 2024 event

THE MATERIALITY PROCESS [GRI 3-1]

In 2015 and 2016, Usina Santa Terezinha consulted with its stakeholders to conduct the Materiality Process. For information on the full Materiality Process, please see pages 14 to 17 in the 2015 Sustainability Report PDF, using the link: www.usacucar.com.br/wp-content/uploads/2022/08/Relatorio-de-Sustentabilidade-Exercicio-2015-Usina-Santa-Terezinha.pdf. [GRI 2-29, 3-2 and 3-3]

This construction was carried out internally and inspired by the AccountAbility (AA 1000) standards, the GRI, and the SDG Compass. The guide for business action on the SDGs, developed by the GRI, UN Global Compact, and WBCSD (World Business Council for Sustainable Development). The analysis, validation, and subsequent revision in 2017 took place with the participation of stakeholders. The mapping of stakeholders and priority themes was conducted through reports, social media, and the Ombudsman. [GRI 2-29]

The materiality matrix results guide the understanding of impacts, both inside and outside operations, and efforts to improve the range of positive impacts and mitigate negative ones. The chart below presents the ten most relevant topics, which have been integrated by including different stakeholders' expectations and approved by management and the Sustainability Committee. [GRI 2-14, 2-16, 2-23 and 2-29]

1. Identification: Identification of topics and stakeholders.

2. Prioritization: Evaluation of priority topics by the stakeholders.

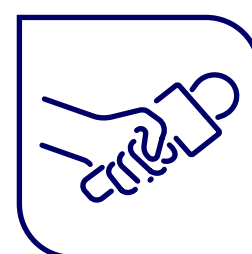
3. Analysis and validation: Analysis and validation of priority topics by corporate strategy.

USINA SANTA TEREZINHA'S STAKEHOLDERS [GRI 2-29 and 3-1]

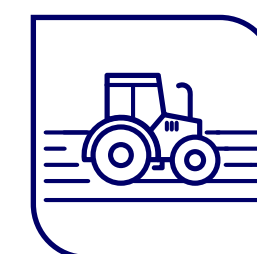
External audience



Local community



Press



Agricultural partners



Social and environmental associations



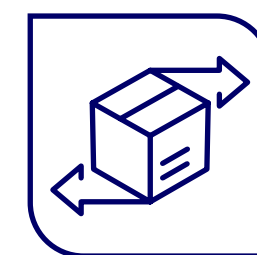
Institutional bodies



Scientific and academic community



Clients



Suppliers



Sectoral entities

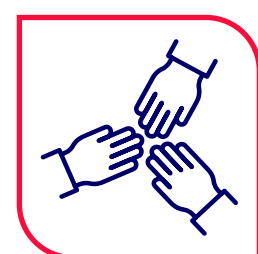


Creditors

Internal audience










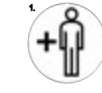














Administrative board























Employees

THE 10 MATERIAL TOPICS AND THEIR RELATIONSHIP WITH PRIORITARY SDGs, GLOBAL COMPACT PRINCIPLES AND GRI [GRI 3-1 and 3-2]

Material topics	Sustainable Development Goals	Global Compact Principles	GRI Standards	Impacted	Report chapters
1. Ethics, transparency, and accountability.			3-3, 201- 1, 203-1, 203-2, 204-1, 205-1, 205-3, 301-1, 301-2, 302-1, 303-2, 303-3, 305-1, 306-3, 401-1, 401-2, 402-1, 403-2, 403-4, 404-1, 406-1 and 413-1.	Clients, employees, the Administrative board, agricultural partners, suppliers, social and environmental associations, the scientific and academic communities, local community, press, institutional bodies, creditors, government, and sectoral entities.	Strategy.
2. Good health and worker safety throughout the productive chain.	 	  	3-3, 201- 1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-9, and 404-1.	The administrative board, employees, sectoral entities, and the press.	Stakeholders.
3. Work conditions and respect for human rights.	 	     	3-3, 201- 1, 203-1, 203-2, 401-1, 401-2, 402-1, 404-1, 406-1 and 413-1.	Employees, the Administrative Board, the press, and sectoral entities.	Stakeholders.
4. Excellence in the process and product quality.	 		3-3, 201- 1, 203-1, 204-1, 413-1 and 416-1.	Clients, employees, the Administrative board, agricultural partners, suppliers, and the press.	Economic and Financial Management.
5. Water.	 	 	3-3, 303-2 and 303-3.	Employees, the Administrative Board, agricultural partners, social and environmental associations, the scientific and academic communities, local community, and institutional bodies.	Environmental Management.

THE 10 MATERIAL TOPICS AND THEIR RELATIONSHIP WITH PRIORITARY SDGs, GLOBAL COMPACT PRINCIPLES AND GRI [GRI 3-1 and 3-2]

Material topics	Sustainable Development Goals	Global Compact Principles	GRI Standards	Impacted	Report chapters
6. Soil.	 	 	103-1 and 413-1.	Employees, the Administrative Board, agricultural partners, social and environmental associations, the scientific and academic communities, local community, and institutional bodies.	Environmental Management.
7. Air.		 	3-3 201-1, 301-1 and 305-1.	Employees, the Administrative Board, agricultural partners, social and environmental associations, the scientific and academic communities, local community, and institutional bodies.	Environmental Management.
8. Materials and waste.	  	  	3-3 201-1, 301-1 and 306-3.	Employees, the Administrative Board, agricultural partners, social and environmental associations, the scientific and academic communities, local community, and institutional bodies.	Environmental Management.
9. Energy.	 	  	3-3 301-2, 302-1 and 306-3.	Employees, the Administrative Board, agricultural partners, social and environmental associations, the scientific and academic communities, local community, and institutional bodies.	Environmental Management.
10. Anti-Corruption Practices.			3-3 205-1 and 205-3.	Clients, employees, the Administrative Board, agricultural partners, suppliers, social and environmental associations, the scientific and academic communities, the local community, the press, institutional bodies, and sectoral entities.	Strategy.

The GRI aspects and their corresponding indicators, the ten principles of the Global Compact, and the Sustainable Development Goals (SDGs) can be found in the GRI Summary (see page 63). [GRI 2-23]

SDG (SUSTAINABLE DEVELOPMENT GOALS) PROJECT SHOWCASE

In December 2024, Usina Santa Terezinha attended a project showcase, presenting its institutional projects:

- Sustainability/ESG Master Plan for Usina Santa Terezinha, complying with SDGs 8, 16, and 17 – Category: Governance.
- Semeando o Verde (Sowing the Green) UST, according to SDGs 4, 15, and 17 – Category: Environmental.

Both reaffirm Usina Santa Terezinha's adherence to the SDGs signed in July 2016, in Maringá - PR. The projects were awarded the **Selo Sesi ODS 2024** (2024 Sesi SDG Badge), delivered at the CongressoSesi ODS, in Curitiba - PR.



For the eighth time, Usina Santa Terezinha has been recognized with the Prêmio Selo Sesi ODS (Sesi SDG Badge), which acknowledges companies located in Paraná for good practices related to the SDGs (Sustainable Development Goals). The certification is presented by FIEP (Federation of Industries of the State of Paraná), through Sesi (Industry Social Service), at the Congresso Sesi ODS. The event promotes sharing experiences among private companies, public institutions, civil society organizations, and educational institutions working towards the SDGs in Paraná.

IMPACTACIM CERTIFICATION



In November 2024, Usina Santa Terezinha received the Impactacim Gold Seal for the first time, a certification that recognizes the company's practices in support of the Sustainable Development Goals, aligned with

ESG (Environmental, Social, and Governance). The certification is promoted by Instituto ACIM, a non-profit organization linked to the Maringá Commercial and Business Association. On that occasion, 13 projects were awarded certification:

Environmental (E)

1. Semeando o Verde (Sowing the Green).
2. Localized Vinasse.
3. UST Bio.
4. Waste management in the production process.
5. Entomological laboratory.



Social (S)

6. Juntos para Aquecer (Together for Warmth).
7. Sonhos de Natal (Christmas Wishes).
8. Respeito Faz História na UST (Respect Makes History at UST).
9. Escuto e Penso em Você (I Hear and Think of You).
10. UST Training – Women.



Governance (G)

11. Sustainability Master Plan.
12. UST Code of Conduct.
13. Whistleblowing Channel.



PROFILE



Usina Santa Terezinha Ltda. is a privately held Brazilian sugar-energy company with units in Paraná and Mato Grosso do Sul. It was founded in 1964 in Maringá - PR, producing and trading VHP (Very High Polarization) sugar, ethanol (anhydrous and hydrous), and bioelectricity.

[GRI 2-1, 2-6 and 301-2]

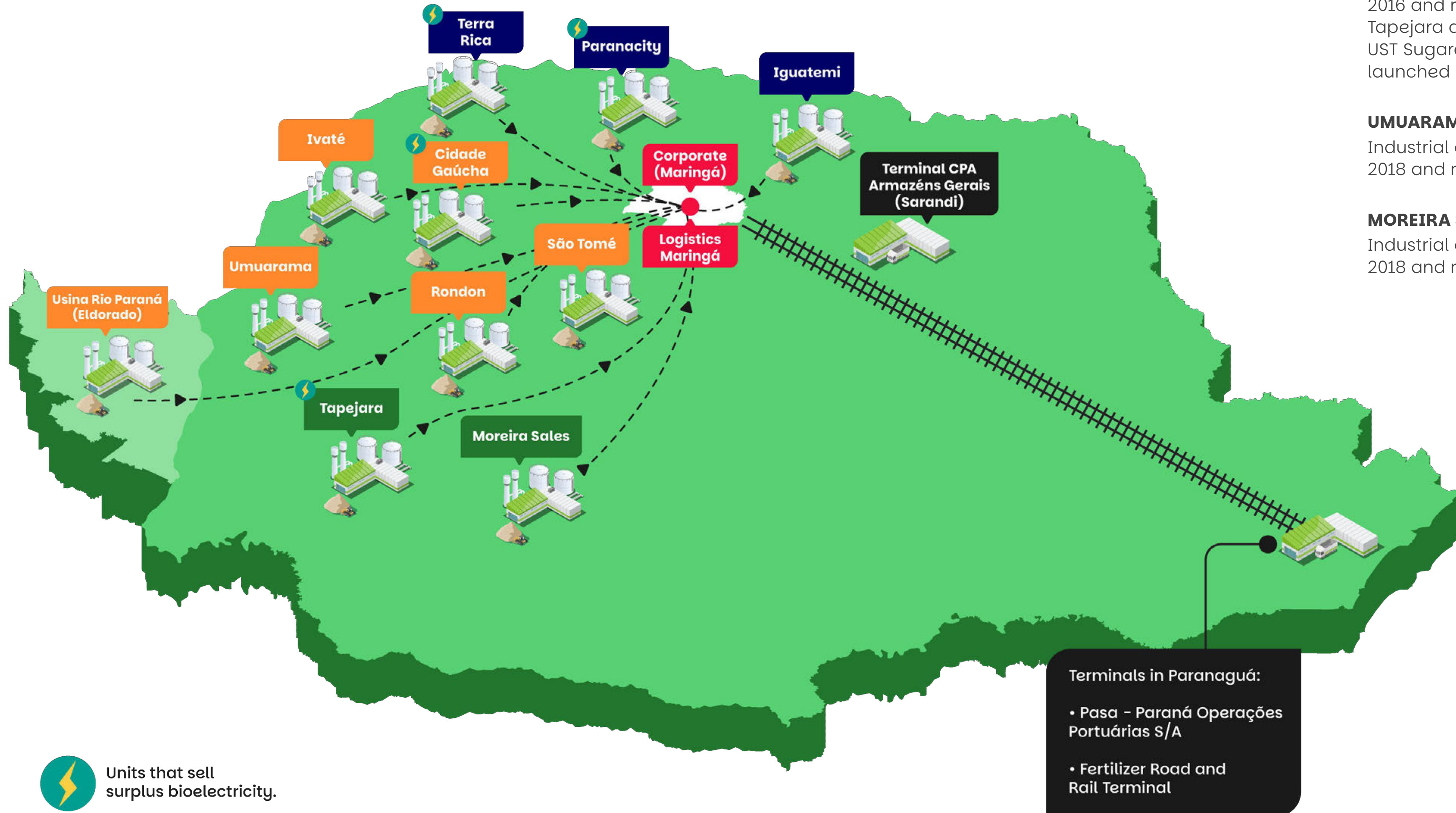
For the 2024/2025 crop year, seven production units have performed agro-industrial activities, divided into three UST clusters (UST Norte, UST Centro, and UST Sul), generating a workforce of over 8,000 people in 12 towns in the two states. This has enabled the company to be ranked as one of the largest in the agro-energy sector in the Southern Region of Brazil, according to the Forbes Agro 100 magazine, Issue No. 92.

[GRI 2-1, 2-6 and 301-2]

UST is the largest sugar exporter in the Southern Region of Brazil*, has ten production units in the state of Paraná and a Greenfield project (Usina Rio Paraná S.A) in Mato Grosso do Sul, with corporate headquarters and a logistics terminal in Maringá - PR, and a railway terminal in Paranaguá - PR. [GRI 2-1]

*Considering sugar export volume in net kilograms, informed by Comex Stat.

WHERE WE ARE [GRI 2-1]



SÃO TOMÉ¹:

Industrial activity was suspended in November 2016 and redirected to the following units: Tapejara and Rondon. In September 2019, the UST Sugarcane Seedling Production Center was launched in that town.

UMUARAMA²:

Industrial activity was suspended in February 2018 and redirected to the Ivaté Unit.

MOREIRA SALES³:

Industrial activity was suspended in December 2018 and redirected to the Tapejara Unit.



PRODUCTION AT USINA SANTA TEREZINHA

[GRI 2-6, 301-1, 301-2 and 302-1]

ACTIVITY	2024/2025 CROP YEAR
Own sugarcane planted areas	46,734.36 hectares of land under management.
Grinding	11,081,809 million tons of sugarcane processed.
VHP Sugar	1,126,287 thousand tons.
Hydrous ethanol	144,815.78 m³
Anhydrous Ethanol	73,582.05 m³
Bioelectricity (electric power produced from sugarcane bagasse)	356,209 megawatts/hour.

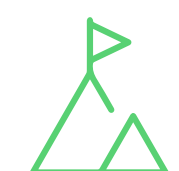
Power generated during the harvest has been used to meet the company's needs. As for the 163,811.89 megawatts/hour surplus, it was traded at the ACL (Free Contracting Environment). The power produced by the company comes 100% from sugarcane biomass and contributes to the expansion of clean, renewable energy sources in the national energy matrix. [GRI 302-1]

The company has exported **1,126 thousand tons of VHP sugar** for the 2024/2025 crop year. As for the internal market, **144,617 m³ of hydrous ethanol and 73,582 m³ of anhydrous ethanol** have been traded. Products were sold to companies across various industries, including food and automotive.



MISSION STATEMENT

To operate safely and profitably in the production of sugar cane, sugar, ethanol, electricity, and their derivatives. To serve national and international markets, with social and environmental responsibility, contributing to the sustainable development of the company and the community.



OUR VISION

Remaining in the sugar and ethanol market, always among the highest-ranked companies, as a guarantee of shareholder capital returns.



Values [GRI 2-6 and 2-23]

People: Recognizing the importance of people to business results. Appreciation of respect in relationships, human diversity, proactivity, and teamwork.

Ethics and Transparency: Acting with integrity, aligned with the norms, procedures, and legislation, ensuring information reliability. Decision-making based on consistent data, preserving relationships, and organizational image.

Safety and the Environment: Ensuring operations with high standards of safety and environmental preservation. Through sustainable actions, preserving life and the environment, raising awareness, and training people to strengthen a safety culture.

Innovation and Results: Seeking viable and sustainable alternatives for the achievement of organizational results. Attentive to innovations and continuous improvement of processes, seeking high performance and productivity at reasonable costs, and remunerating shareholders.

LOGISTICS AND OPTIMIZED DELIVERY

Technology has driven improvements throughout Usina Santa Terezinha's logistics chain, specially making processes more efficient. A clear example of this is the use of software to select the sugarcane fields to be harvested. Our technology combines costs and needs, assisting the organization and optimizing work fronts so that the transportation team can perform their tasks safely, accurately, and effectively.

With sugarcane transport logistics structured by work fronts, the harvest progresses, and sugarcane derivatives begin to be produced in industrial units. Thus, sugar, ethanol, and the bagasse resulting from milling are transported according to their specific routes and destinations, complying with all the regulations required for the transport of these products.

Surplus bagasse is transported by road to electricity cogeneration units, ensuring that adequate stocks are maintained. This strategy prevents interruptions in cogeneration, whether due to variations in the supply of raw materials or climatic factors, such as rain, which can temporarily halt sugarcane milling.

The distribution of ethanol in the domestic market occurs mainly by road, although it can also be carried out through intermodal operations, combining road and rail. In the export operations, using roads and railroads is

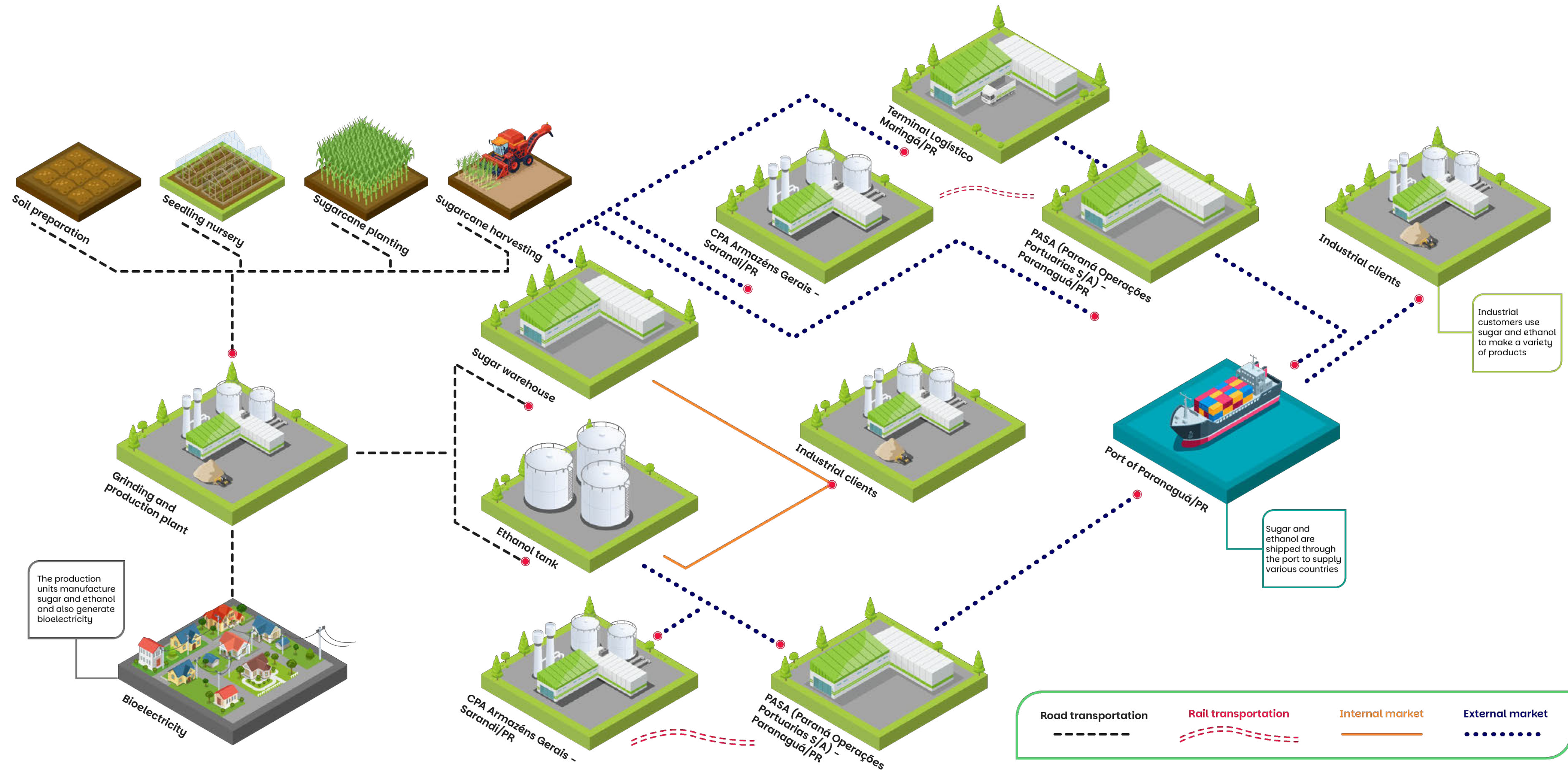
the most common. The transshipment between trucks and wagons occurs at CPA Armazéns Gerais, located in Sarandi - PR.

After loading, the wagons continue their journey along the tracks to the Port of Paranaguá, in Paraná, located 91 km from Curitiba, where the product is shipped abroad, according to the end customer's demand.

The VHP (Very High Polarization) sugar produced by the plant's units is entirely destined for export through the Port of Paranaguá. Every day, production is transported from the units to the Santa Terezinha Logistics Terminal in Maringá, Paraná, using road transport, which operates continuously, 24 hours a day, every day of the week.

All sugarcane harvested by Usina Santa Terezinha is transported by large trucks, such as road trains or triple-trailer trucks, ranging in length from 30 to 40 meters. The greater load capacity of these vehicles provides greater agility in operation, in addition to contributing to reduced fuel consumption and CO₂ emissions per ton of sugarcane transported.

PRODUCTION, DISTRIBUTION, AND TRADING CHAIN [GRI 2-6]



Usina Santa Terezinha’s logistics complexes, designed for reception, storage, and transshipment activities, have been built both in Maringá – PR and the Port of Paranaguá – PR, aiming to minimize costs and time in the supply chain, as well as providing better control and safety in product delivery for the final customers.

However, in addition to the logistics and road-rail terminals at Usina Santa Terezinha, there are also other companies that operate in the transport of sugar and ethanol. Usina Santa Terezinha, along with different companies in the sugar-energy industry in Paraná, is a part of:

Company	Localization	Operation
CPA Armazéns Gerais, affiliated: CPA Trading and CPA Internacional	Paraná: Sarandi.	Own ethanol and sugar storage terminal. Under a service agreement, trading ethanol from shareholders and some non-member companies.
Pasa (Paraná Operações Portuárias S/A)	Paraná: Port of Paranaguá.	Sugar storage and dispatch for exportation.
Álcool do Paraná Terminal Portuário S/A	Paraná: Port of Paranaguá.	Paranaguá Public Terminal operator company, which has ethanol exportation purposes.
CPLPAR (CPL Participações S/A)	Paraná.	A company incorporated to enable ethanol origination volumes necessary for its subsidiary, CPL Logistics, to build a pipeline connecting the CPA terminal in Sarandi to Araucária, and from Araucária to the Port of Paranaguá.

Also at the Port of Paranaguá, Usina Santa Terezinha receives agricultural inputs (raw material for fertilizer making) used in the company’s mixer, installed at the logistics terminal in Maringá. After arriving at the port, the inputs are transported by road to the Fertilizer Rear Terminal in Paranaguá, where they are unloaded and loaded onto railcars bound for the logistics terminal in Maringá. In Maringá, the material is unloaded from the wagons and stored in separate compartments, according to the nature of the raw material, ensuring proper segregation.

For over two decades, the fertilizers used by Usina Santa Terezinha have been produced internally. In 2002, production began at the logistics terminal in Maringá, PR. The formulation aims to meet environmental, safety, and compliance standards in force and issued by IAT (Water and Land Institute), the Social Security and Labor Special Secretariat, MAPA (Ministry of Agriculture, Livestock and Supply), and the Brazilian Army. [\[GRI 3,3 and 301-1\]](#)

Starting in 2018, Usina Santa Terezinha obtained authorization from MAPA to manufacture Class A Organomineral Fertilizer, in addition to NPK Mineral Fertilizer (comprising Nitrogen, Phosphorus, and Potassium), which had already been distributed to farms by road transport. Since 2022, all information on the Mixer’s quarterly production will be sent to MAPA via electronic petition through the SEI system.

Below are the volumes produced in the last crop year:

Production	2023/2024 Crop Year	2024/2025 Crop Year
Mixed Fertilizers	27.8 thousand tons	29.0 thousand tons
Plain Fertilizers	27.8 thousand tons	23.8 thousand tons
Fertilizers Total	55.6 thousand tons	52.8 thousand tons

Since 2019, Usina has been integrated into the Ministry of Agriculture’s SIPEAGRO (Integrated System for Agricultural Products and Establishments).

VHP SUGAR DESTINATIONS

External Market

Countries	2024/2025 Crop Year
Algeria	16.63%
Malaysia	15.66%
United Arab Emirates	10.38%
Saudi Arabia	8.94%
Indonesia	8.89%
Georgia	8.02%
Egypt	6.67%
China	5.26%
USA	5.07%
India	4.35%
Somalia	3.95%
Others	2.31%
Dominican Republic	2.03%
Portugal	1.82%
Spain	0.02%

Internal market Ethanol

States	Anhydrous	Hydrous
Paraná	58.40%	89.24%
Rio Grande do Sul	24.46%	0.30%
Santa Catarina	17.14%	10.45%
Mato Grosso do Sul	-	0.02%

CERTIFICATIONS

Usina Santa Terezinha's productive units go through renowned national and international certifications:

Clusters	Ethanol, sugar, and bioelectricity production units	Vive	RenovaBio	Sicasq/ CGC MAPA
UST Norte	Iguatemi		X	
	Paranacity	X	X	
	Terra Rica	X	X	
UST Centro	Rondon		X	
	Cidade Gaúcha		X	X
	Ivaté		X	X
UST Sul	Tapejara	X	X	X



Sustainability Program: Vive [GRI 416-1]
[GRI 3-3 Excellence in the process and product quality]

A global initiative focused on the continuous improvement of sugarcane supply chains. The program allows for the evaluation of sustainability performance and the establishment of improvement goals and guidelines at all stages of the production chain. This sustainable sugar supply program is aligned with Bonsucro principles.

The Paranacity, Terra Rica, and Tapejara units, which integrate the program, achieved scores between 92% and 94% in several sustainability criteria evaluated, including: Governance, Company Facilities, Personnel, Environment, Traceability, Transportation, Handling, and Storage.

The entire volume of sugar produced by these three units received the Vive Sustainability badge. Therefore, those units have received the Vive Claim Award, which confirms that, in addition to meeting the goals set by Vive, they have successfully shown suitability to other sustainability programs, such as Bonsucro, SAI (Sustainable Agriculture Initiative Platform), Sagp (Sustainable Agriculture Guiding Principles), and SGP (Supplier Guiding Principles).



RenovaBio

In 2021, Usina Santa Terezinha concluded the RenovaBio Certification process for the Iguatemi, Paranacity, Terra Rica, Rondon, Cidade Gaúcha, Tapejara, and Ivaté units. RenovaBio is a National Biofuels Policy aiming to expand biofuel production in Brazil based on sustainability and predictability.

The certification allows the company to contribute to investments in renewable energy sources, collaborate in reducing greenhouse gas emissions, and encourage the use of biofuels, making the transportation matrix more sustainable. Thus, the company reinforces its commitment to sustainable operations.

Sicasq (Registration System for Agents in the Vegetable Production Chain, its Products, By-products, and Derivatives for Safety and Quality Certification)

In 2020, Usina Santa Terezinha renewed its accreditation with Sicasq (a registration system for agents in the vegetable productive chain, their products, by-products, and derivatives, for safety and quality certification), which is now hosted by CGC/MAPA (General Classification Registry of the Ministry of Agriculture, Livestock and Supply).

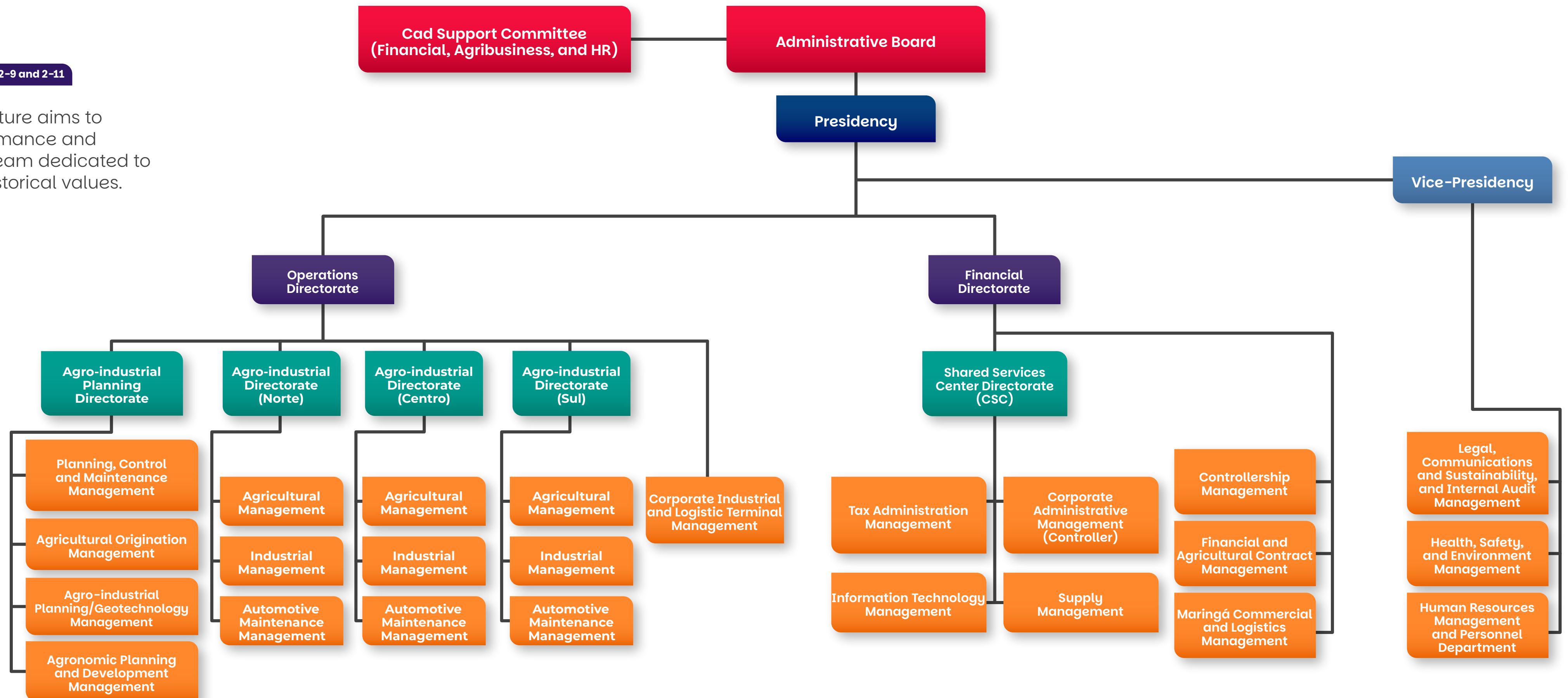
One of the primary purposes is to ensure that soy and corn comply with trade and traceability requirements from China and Russia, from the origination to trading to transshipment and shipping terminals. It is essential to Usina Santa Terezinha, as the company provides transshipment and storage services at the logistics terminal in Maringá - PR.

STRATEGY AND GOVERNANCE

CORPORATE STRUCTURE

[GRI 2-6, 2-9 and 2-11]

The company's corporate structure aims to optimize agro-industrial performance and consolidate a multifunctional team dedicated to upholding the organization's historical values. [GRI 2-6]



SENIOR MANAGEMENT COMPOSITION [GRI 2-9 and 3-3]

SANTA TEREZINHA PARTICIPAÇÕES S.A	
Santa Terezinha Participações S.A. Administrative Board	9 members elected and invested by the General Members Assembly, with a three-year term each, and eligible for reelection. [GRI 2-9] The president of the Administrative Board is not a member of the Board of Directors. [GRI 2-11]
Board of Directors	2 members, one of them being designated the President for a three-year term, and reelection is allowed.
Agro-industrial Efficiency and Innovation Committee	Advisory Body to the Board of Directors, composed as follows: Alexandre Figliolino, João Batista Meneguetti, Julio Osvaldo Meneguetti, Moacir Meneguetti, and Julio Cesar Meneguetti.
Finance, Audit, and Risk Committee	Advisory Body to the Board of Directors, composed as follows: Julio Cesar de Toledo Piza Neto, João Batista Meneguetti, Julio Meneguetti Neto, Moacir Meneguetti, and Claudio Meneguetti.
People Management and Remuneration Committee	Advisory Body to the Board of Directors, currently composed as follows: Julimar Clemente de Souza, João Batista Meneguetti, Julio Osvaldo Meneguetti, and Julio Cesar Meneguetti.
USINA DE AÇÚCAR SANTA TEREZINHA LTDA.	
Board of Directors	9 members: President; Vice-President (Legal Director, SSMA - Health, Safety and Environment, and Human Resources); Finance Director; Operations Director; Agro-industrial Planning Director, CSC (Shared Services Center) Director, and 3 Agro-industrial Directors.

SANTA TEREZINHA PARTICIPAÇÕES S.A	
Board of Directors	
President	Paulo Meneguetti
Vice-President	Sidney Samuel Meneguetti
Administrative Board	
President	Sidney Meneguetti
Member	João Batista Meneguetti
Member	Julio Osvaldo Meneguetti
Member	Paulo Meneguetti
Member	Julio Meneguetti Neto
Member	Moacir Meneguetti
Member	Cláudio Meneguetti
Member	Júlio César Meneguetti
Member	Julimar Clemente de Souza
Independent members	
Member	Alexandre Figliolino
Member	Julio Pizza

USINA DE AÇÚCAR SANTA TEREZINHA LTDA.	
Corporate Board	
President	Paulo Meneguetti
Vice-President	Sidney Samuel Meneguetti
Finance/Sales/Logistics	Orlando Mansur Teixeira da Silva Antunes Pereira
Operations	Leonardo Nicula Cintra
CSC (Shared Services Center)	Sérgio Galinari
Operational Board	
Agro-industrial Planning	Paulo Sergio Soares
UST Norte	Fernando Henrique Pereira
UST Centro	Toni Wesley Tavares dos Santos
UST Sul	Guilherme de Almeida Prado Rodrigues

At Usina Santa Terezinha, the highest governance level is the Administrative Board, which is responsible for setting the overall business orientation and monitoring its execution by the Board of Directors. The Administrative Board meets monthly to deliberate on matters within its purview. [\[GRI 2-18\]](#) Members’ remuneration is established in accordance with market practices. [\[GRI 2-19\]](#)

Relevant issues are addressed through corporate policies to support business operations.

Updated Policies GRI [3-3]	2022/2023 Crop Year	2023/2024 Crop Year	2024/2025 Crop Year
Health, Safety, and Environment Policy	10/21/2022		
Good Labor Practices Policy		07/28/2023	
Privacy and Data Processing Policy		08/03/2023	
Consequences Policy		08/21/2023	
Profit and Dividend Distribution Policy		09/14/2023	
Donations, Contributions, and Sponsorship Policy		09/12/2023	
Remuneration Policy		09/18/2023	
Stop Work Policy		10/05/2023	
Risk Management Policy		10/13/2023	
Vehicle Concession Policy		02/26/2024	
Recruitment and Hiring Policy			04/22/2025

For the 2025/2026 crop, there is a plan to update the Donations, Contributions, and Sponsorship Policy and the Sustainability/ESG Policy.

Governance for sustainability [\[GRI 2-9, 2-12 and 2-13\]](#)

The Sustainability Committee brings together senior leadership members, including directors and managers, with the aim of monitoring and ensuring the sustainability of corporate operations. [\[GRI 2-14\]](#)

Internal standards and guidelines, such as the Sustainability Policy, Integrated Management Policy, and Anti-Corruption Policy, guide governance for Sustainability. [\[GRI 3-2\]](#)

Dimension

Guidelines

Meio Ambiente

Encouraging the preservation of biodiversity islands and ecological corridors in properties under direct company management, and conservation and protection of water sources and rivers.

Optimizing processes to ensure energy efficiency.

Promoting and enforcing a sustainability culture.

Administrative Board

Establishing accountability mechanisms.

Disseminating transparency regarding the company's governance, practices, and company performance among stakeholders.

Stakeholder engagement

Public authority

Ensure economic-ecological-governmental zoning regarding agricultural production.

Acting synergically with public policies.

Seeking strategic partnerships among the government, private, and third sectors.

Clients

Maintain relationships based on transparency and trust on an ongoing basis.

Encouraging sustainable practices and monitoring them.

Effectively disseminating sustainability-aimed procedures and actions.

Internal audience

Constituting a corporate environment that values equity, diversity, inclusion, and human rights advocacy.

Providing adequate working conditions and occupational safety.

Supporting and respecting the freedom of association and representativeness.

Engaging employees in co-participation in voluntary programs that contribute to sustainable development.

Stakeholder engagement

Community

Building a relationship that allows the development of projects, fostering education and culture.

Collaborating with quality technical, vocational, and higher education programs towards employment and decent work.

Contribute to improving the quality of life of neighboring communities.

Suppliers

Establishing selection criteria for suppliers that reflect their commitment.

Avoiding any partnership/commercial relations with those included in the list of employers who have subjected workers to slave-like conditions and child labor.

Building lasting relationships.

RISK MANAGEMENT

GRI 2-6, 2-23, 2-15, 2-17, 2-12 and 2-16]

Usina Santa Terezinha adopts the Risk Management Policy, launched in 2013, to mitigate strategic, operational, economic-financial, and ESG (Environmental, Social, and Governance) risks.

Management is based on principles that enable proactive action in identifying, analyzing, assessing, and continuously monitoring risks to its operations in order to minimize threats and uncertainties, create opportunities, and generate value for all stakeholders. In this sense, ESG factors are also seen as opportunities for business, improvement, increased efficiency, cost reduction, and differentiation from competitors.

The process is led by the Administrative Board and the Board of Directors, involving all areas of the company and spreading a culture of risk management internally. The steps include: implementing the risk management policy; mapping and analyzing risks; structuring risk management; and regular monitoring and assessments.

In addition, the company has established various corporate committees, including the Ethics Committee, People Management and Compensation Committee, Audit and Risk Committee, Tax Committee, Finance Committee, Agro-industrial Efficiency and Innovation Committee, and Origination Committee.

Risk categories monitored by Usina Santa Terezinha

Strategic risks

Represented by the possibility of damage to corporate identity, generating substantial losses in the company's economic value.

Economic and financial risks

Represented by the uncertainty concerning unexpected changes in the economic segment in which it operates, such as cash flows, financial transactions, exchange rate and commodity price variations, and fundraising in violation of established policies.

Operational risks

Represented by loss resulting from human failures; contractual specifications and documentation; technology; infrastructure and disasters; projects; external influences; and customer relations. This includes legal risks arising from losses resulting from inadequacy or inefficiency in contracts signed by the company, as well as penalties incurred due to non-compliance with legal provisions.

ESG (Environmental, Social, and Governance) risks

Represented by the possibility of environmental and social risks due to human interference in the environment and local communities. In addition to risk management, internal audits are responsible for reporting critical concerns to governance.

ETHICAL BEHAVIOR

[GRI 3-3, 2-15, 2-17 and 2-23]

Usina Santa Terezinha makes every effort to fulfill its role in society and, to this end, adopts practices to prevent conduct that is harmful to national and foreign public administration, based on internal policies and the Code of Conduct, in accordance with the Anti-Corruption Law (Law 12,846/2013).

The Code of Conduct defines ethical standards that provide a clear understanding and guide operations and relationships, promoting respect and commitment to all stakeholders and in all circumstances.

Internal and external mechanisms of ethical behavior

[GRI 2-26 and 205-1]

[GRI 3-3 Ethics, Transparency, and Accountability]

Usina Santa Terezinha has a dedicated channel on the company's website (www.usacucar.com.br), through which all stakeholders can get in touch. This channel allows the company to receive and manage complaints, objections, reports, suggestions, compliments, requests, and actions, especially those related to the Code of Conduct (document updated on August 23, 2024).

All information received is analyzed confidentially and impartially, and disclosure of identity is optional. This information is sent to those in charge of checking and taking appropriate action. The Complaints Committee is responsible for assessing/forwarding the reports received for action. Deliberations are recorded in the whistleblowing management system and/or in minutes, made available in

digital format to the Administrative Board and the Board of Directors. [GRI 2-12]

Whistleblower Hotline

[GRI 3-3, 406-1 and 413-1]

In order to offer greater credibility and availability to its stakeholders, for the 2024/2025 crop year, Usina Santa Terezinha's Whistleblower Hotline was modernized and outsourced. Additionally, the channels "Ombudsman," "How Am I Driving?" and "Talk to HR" have been consolidated.

The Whistleblower Hotline is available full-time, 24 hours a day, 7 days a week, with personalized service provided by specialized professionals, so that anyone can submit suggestions or report possible irregularities related to the company's activities.

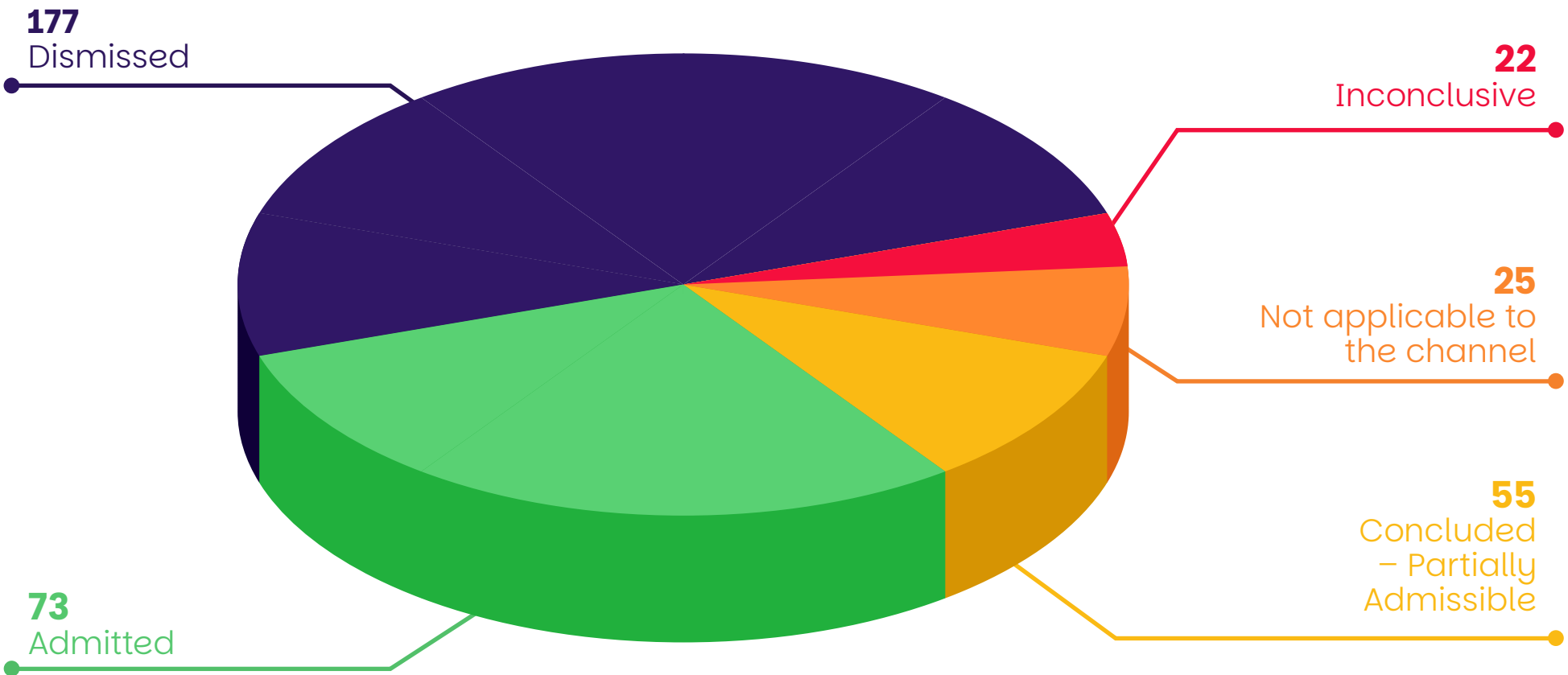
The Whistleblower Hotline can be accessed by calling 0800 810 8255. All calls are received by psychologists from the company Contato Seguro and are recorded on a digital platform, ensuring anonymity and confidentiality of information. Access to the platform is restricted to the company's Complaints Committee, which handles all reports received through the hotline impartially and confidentially, and to temporary users responsible for investigating the reports.

The modernization of the Whistleblower Channel fosters greater trust among stakeholders, promotes a stronger compliance culture, enhances people's awareness of the fight against fraud and corruption, and enhances respect in working relationships and with partner institutions.

The identity and confidentiality of all communications are preserved.

In the 2024/2025 crop year, 352 claims were received. All the claims were duly analyzed by the Complaints Committee, and, as a result, recommendations for improvement and attention were made. The claims were held without identification, except when a complainant's self-declaration was present, thereby preserving and guaranteeing non-identification. [GRI 2-16]

In the 2024/2025 crop year, there were no confirmed cases of corruption at Usina Santa Terezinha. Among the claims received through the Whistleblower Hotline, there were no complaints related to human rights violations or cases of discrimination; only subjective complaints or improvement suggestions were reported. [GRI 205-3 and 406-1]



Status:

- Dismissed:** the investigation was conducted, and, after verification, the facts were not proven.
- Admitted:** the investigation was conducted and, after verification, the facts were confirmed.
- Partially Admissible:** the investigation was conducted and, after verification, some of the facts were proven.
- Not Applicable to the Channel:** describes conduct that is not within the company's purview to investigate, when the report does not fall within the types of irregularities that the channel is intended to receive, such as violations of laws, internal policies, or standards of conduct.
- Inconclusive:** lack of sufficient information or clear details to reach a conclusion about the occurrence.

LGPD (General Personal Data Protection Law) Channel

Through the channel, requests and/or inquiries regarding data protected by the General Data Protection Law can be made: lgpd@usacucar.com.br. Access is also available via the website address www.usacucar.com.br. Both guarantee the confidentiality of the contact.

UST Code of Conduct [GRI 3-3]

During the 2024/2025 crop year, employees received training on the Code of Conduct and were provided with either digital or printed versions of the guidelines. It is standard practice at Usina Santa Terezinha to apply the guidelines of the Code of Conduct within the Integration Program for new hires.

Cluster / Unit	2024-2025 Crop Year
Norte	326
Iguatemi	134
Paranacity	163
Terra Rica	29
Centro	544
Rondon	242
Cidade Gaúcha	133
Ivaté	121
São Tomé	19
Umuarama	1
URP	28
Sul	313
Tapejara	217
Moreira Sales	96
Corporate	22
Corporate	22
Logistics	28
Logistics	28
Grand Total	1233

STAKEHOLDER ENGAGEMENT

[GRI 2-29 and 413-1]

In the 2024/2025 crop year, Usina Santa Terezinha continued the UST Connection Program, which brings the company's values closer to its audiences through events, fairs, exhibitions, and technical visits. The program is an opportunity to bring professionals and future professionals closer to the company.

2024/2025 Crop Year		
Measures	Number of Measures	Participants
Educational events	2	465
Employability fairs	4	142
Exhibitions	1	0
Technical visits to UST	7	107
Technical visits to educational institutions	2	86

In the 2024/2025 crop year, Usina Santa Terezinha was present at the 17th National Bioenergy Congress, held by UDOP - National Bioenergy Union, in Araçatuba - SP. The event was attended by more than 2,000 people who participated in 13 thematic rooms and a Grand Panel, focused on discussions about the sugar-energy sector. On the occasion, Usina Santa Terezinha participated in the Communication thematic room with a presentation on the topic: Strategies to Strengthen the Employer Brand.

In the 2024/2025 crop year, the Information Technology team, responsible for the Meu GestoRH app, innovated by making a section available for consulting the Income Report. Starting in February 2025, all employees were able to check the document digitally. In addition to facilitating quick information retrieval, this innovation also contributed to sustainability within the company by reducing paper usage for printing, as the documents were previously delivered in physical form.

Conexão UST

1 2 3 4 5 6 7 8 9 10 11

Usacucar application

Designed to update management information, such as sugarcane planting and harvesting

1 2 3 4 5 6 7 8 9 10 11

RH Comunica

Leadership-themed newsletters

1 2 3 4 5 6 7 8 9 10 11

Code of Conduct

1 2 3 4 5 6 7 8 9 10 11

Meu GestoRH app

Developed to track registrations, clock-in/clock-out records, and messaging through alerts

1 2 3 4 5 6 7 8 9 10 11

Top Cana application

Created for recording field audits and developing quality indicators

1 2 3 4 5 6 7 8 9 10 11

Lectures

1 2 3 4 5 6 7 8 9 10 11

Campaigns

1 2 3 4 5 6 7 8 9 10 11

Periodic meetings and summits

1 2 3 4 5 6 7 8 9 10 11

Giro UST

Bulletin board: Giro UST, digital and printed, for posters displayed in various locations throughout the company, and videoconferences

1 2 3 4 5 6 7 8 9 10 11

Website UST

www.usacucar.com.br

1 2 3 4 5 6 7 8 9 10 11

Whistleblower Hotline / Talk to HR and How Am I Driving?

Available at www.usacucar.com.br

1 2 3 4 5 6 7 8 9 10 11

Social media

Instagram, Facebook, LinkedIn e Youtube

1 2 3 4 5 6 7 8 9 10 11

Sustainability Report

Available at www.usacucar.com.br, on the Bulletins page

1 2 3 4 5 6 7 8 9 10 11

E-mail and phone numbers

Available at www.usacucar.com.br

1 2 3 4 5 6 7 8 9 10 11

Corporate visits

1 2 3 4 5 6 7 8 9 10 11

Social Projects

Participation in social, cultural, sports, educational, environmental, and health projects

1 2 3 4 5 6 7 8 9 10 11

External Publication

News and stories in the press

1 2 3 4 5 6 7 8 9 10 11

Communications department

Communications department telephone number and e-mail

1 2 3 4 5 6 7 8 9 10 11

Press Releases

Press releases, notes, and meetings with journalists

1 2 3 4 5 6 7 8 9 10 11

Accounting reports

1 2 3 4 5 6 7 8 9 10 11

1 Employees and Administrative Board

2 Agricultural partners

3 Local community [GRI 413-1]

4 Press

5 Suppliers

6 Sectoral Entities [GRI 2-28]

7 Institutional Bodies

8 Scientific and academic community

9 Social and environmental associations

10 Clients

11 Creditors

1. 2024/2025 crop year: 8,851 employees and apprentices. 9 Administrative Board members and 2 independent consultants members.
2. 2024/2025 crop year: Over 2,601 contracts with agricultural partners.
3. People served, aiming for well-being, the promotion of citizenship, respect for diversity, and cultural diffusion.
4. Media outlets in Paraná and Mato Grosso do Sul (Eldorado area) | Segmented communication outlets (sugar and energy sector, economy, agribusiness, automotive, human resources, etc.).
– 2024/2025 crop year: 2,957 suppliers.
5. Sialpar (State of Paraná Alcohol Manufacturing Industry Union) | Siapar (Paraná State Sugar Industry Union) | Rural Labor Unions | Rural Workers Unions | Alcohol Manufacturing Labor Unions | Food Industry Labor Unions | Stiqfepar (Paraná State Chemical and Pharmaceutical Labor Union) | Fiep (Paraná State Federation of Industries) | Faep (Paraná State Federation of Agriculture) | Alcopar (Paraná State Bioenergy Producers Association). [\[GRI 2-28\]](#)
6. Sesi (Industry Social Service) | Senai (National Industrial Apprenticeship Service) | Senat (National Transportation Apprenticeship Service) | IEL (Euvaldo Lodi Institute) – Paraná | Senar (National Rural Apprenticeship Service) | Cpce (Paraná Business Citizenship Council) | IAT (Water and Land Institute).
7. Training and Market Research Center of Acim (Commercial and Business Association of Maringá) | CTC (Sugarcane Technology Center) | Ridesa (Interuniversity Network for the Development of the Sugar and Alcohol Sector).
8. NGOs (Non-Governmental Organizations) | Adita (Association of Distributors of Agricultural Inputs and Technology) | Aranav (Association of Naviraí Pesticide Dealers) | IAT – Water and Land Institute | IDR-Paraná (Paraná Rural Development Institute) – IAPAR-EMATER | Environmental Committees.
9. National and international clients.
10. Audience inserted according to the request for judicial reorganization on March 22, 2019.

STAKEHOLDERS

EMPLOYEES

In the 2024/2025 crop year, Usina had 8,851 employees, comprising 7,398 men and 1,453 women, representing a 1.25% increase compared to the 2023/2024 crop year. [\[GRI 3-3\]](#)

Permanent Employees: These are active during harvest periods; Young Apprentices and Rural Employees are disregarded.

Temporary Employees: These are active employees in the respective harvest periods; only Young Apprentices and Rural Employees are considered.

Full-time Employees: These are employees who are active during the respective harvest periods; Young Apprentices and doctors are not included.

Part-time Employees: These are employees who are active during the respective harvest periods; only Young Apprentices and doctors are considered.

Employees by cluster and gender* [\[GRI 2-7\]](#)

Crop Year / Unit	2024/2025 Crop Year												
	Permanent			Temporary			Full-Time			Part-Time			Total
	♂	♀	Total	♂	♀	Total	♂	♀	Total	♂	♀	Total	
Iguatemi	736	90	826	14	14	28	749	104	853	1	0	1	854
Terra Rica	730	154	884	7	10	17	722	156	878	15	8	23	901
Paranacity	1,018	183	1,201	81	50	131	1,079	219	1,298	20	14	34	1,332
Rondon	792	121	913	35	20	55	826	141	967	1	0	1	968
Cidade Gaúcha	866	164	1,030	21	18	39	886	182	1,068	1	0	1	1,069
Ivaté	902	217	1,119	42	22	64	924	228	1,152	20	11	31	1,183
São Tomé	36	21	57	6	4	10	42	25	67	0	0	0	67
Umuarama	16	0	16	3	6	9	19	6	25	0	0	0	25
Usina Rio Paraná	111	4	115	2	1	3	112	4	116	1	1	2	118
Tapejara	1,145	131	1,276	144	89	233	1,267	195	1,462	22	25	47	1,509
Moreira Sales	402	23	425	25	19	44	427	42	469	0	0	0	469
Corporate	99	69	168	3	1	4	82	58	140	20	12	32	172
Logistics	144	22	166	0	0	0	144	22	166	0	0	0	166
Paranaguá	18	0	18	0	0	0	18	0	18	0	0	0	18
Total	7,015	1,199	8,214	383	254	637	7,297	1,382	8,679	101	71	172	8,851

Non-Employee Staff Controlled by UST by Unit
and Gender ^[GRI 2-7 and 2-8]

At Usina Santa Terezinha, employees of
contracted companies are responsible for food

services in the restaurants (Apetit), employee
transportation (Limatur), and the company's
24/7 cleaning/maintenance and reception
service (Intersept).

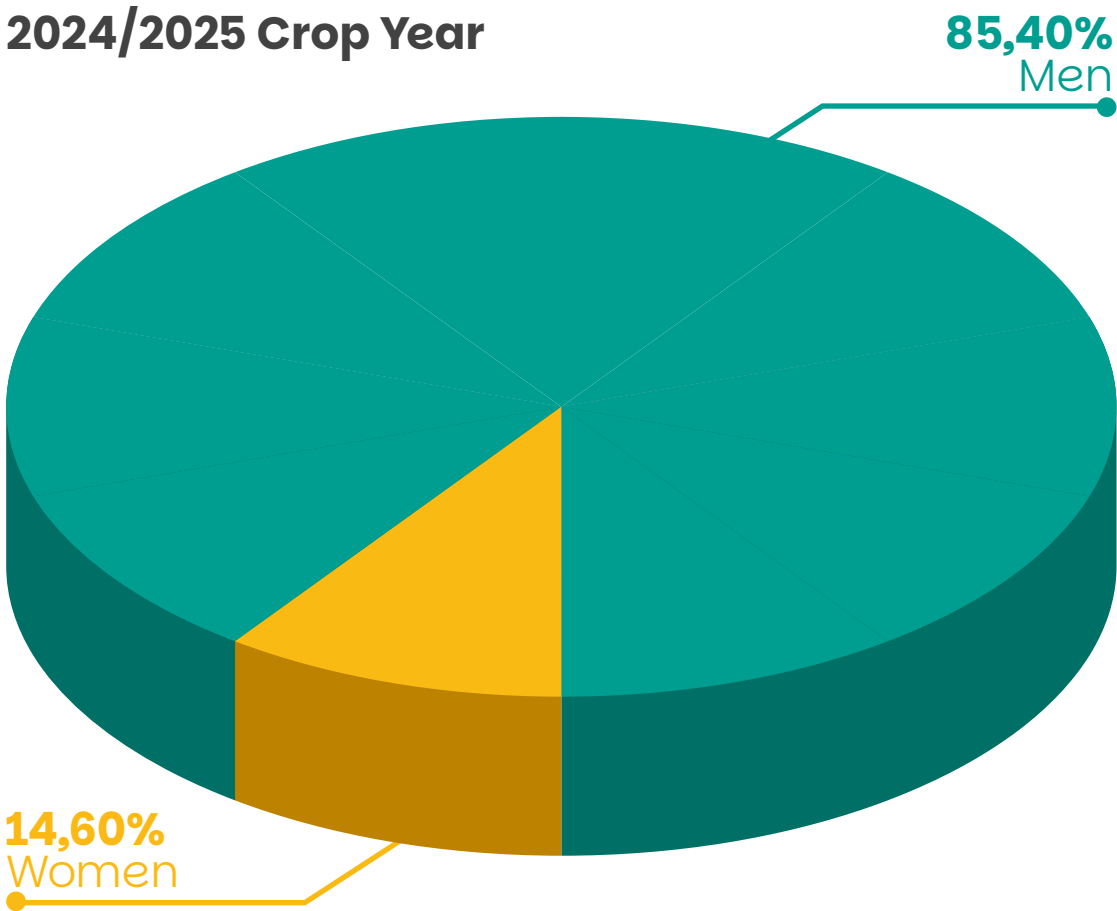
Crop Year / Unit	2024/2025 Crop Year									Grand Total
	♂	♀	Total Limatur	♂	♀	Total Intersept	♂	♀	Total Apetit	
Iguatemi	13	3	16	13	6	19	0	9	9	44
Terra Rica	17	4	21	9	9	18	0	8	8	47
Paranacity	29	3	32	9	9	18	1	7	8	58
Rondon	47	9	56	9	9	18	0	6	6	80
Cidade Gaúcha	20	3	23	11	11	22	0	10	10	55
Ivaté	25	3	28	14	5	19	0	8	8	55
São Tomé	0	0	0	12	1	13	0	0	0	13
Umuarama	0	0	0	10	0	10	0	0	0	10
Usina Rio Paraná	0	0	0	8	1	9	0	0	0	9
Tapejara	26	9	35	14	8	22	0	8	8	65
Moreira Sales	5	0	5	10	1	11	0	0	0	16
Corporate	0	0	0	4	3	7	3	4	7	14
Logistics	0	0	0	8	1	9	0	0	0	9
Paranaguá	0	0	0	2	0	2	0	0	0	2
Total	182	34	216	133	64	197	4	60	64	477

Employees by gender* ^[GRI 2-7]

2024/2025 Crop Year			
Administrative Unit	♂	♀	Total
Administrative	369	265	634
Agricultural	5,362	620	5,982
Corporate	99	69	168
Industrial	1,021	223	1,244
Logistics	107	17	124
Rural	2	0	2
Controle Agroindustrial	55	5	60

*Considers only permanent employees.

2024/2025 Crop Year

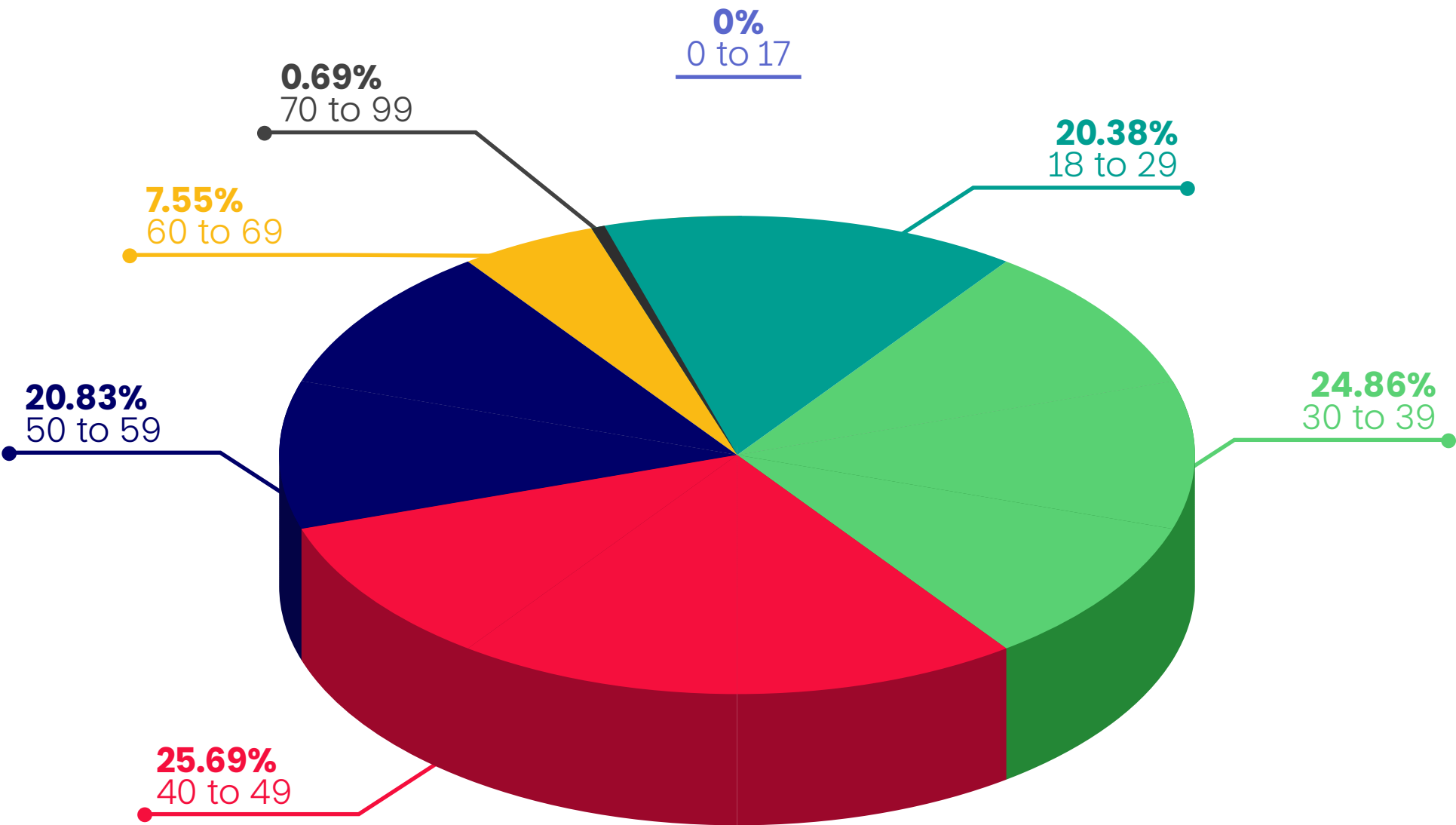


*Considers only permanent employees.

Employees by age group* [\[GRI 2-7\]](#)

2024/2025 Crop Year								
Cluster / Unit	0 to 17	18 to 29	30 to 39	40 to 49	50 to 59	60 to 69	70 to 99	Total
Iguatemi	0	144	186	230	206	52	8	826
Terra Rica	0	246	326	325	235	64	5	1,201
Paranacity	0	220	258	204	139	60	3	884
NORTE TOTAL	0	610	770	759	580	176	16	2,911
Cidade Gaúcha	0	187	240	289	232	77	5	1,030
Ivaté	0	208	287	322	205	93	4	1,119
Rondon	0	215	202	210	198	80	8	913
São Tomé	0	13	8	10	16	9	1	57
Umuarama	0	0	3	3	6	4	0	16
Usina Rio Paraná	0	17	26	30	32	10	0	115
CENTRO TOTAL	0	640	766	864	689	273	18	3,250
Moreira Sales	0	80	102	104	102	32	5	425
Tapejara	0	256	306	305	283	115	11	1,276
SUL TOTAL	0	336	408	409	385	147	16	1,701
Corporate	0	46	54	42	21	4	1	168
CORPORATE TOTAL	0	46	54	42	21	4	1	168
Logistics	0	40	42	29	33	18	4	166
Paranaguá	0	2	2	7	3	2	2	18
LOGISTICS TOTAL	0	42	44	36	36	20	6	184
Total	0	1,674	2,042	2,110	1,711	620	57	8,214

*Considers only permanent employees.

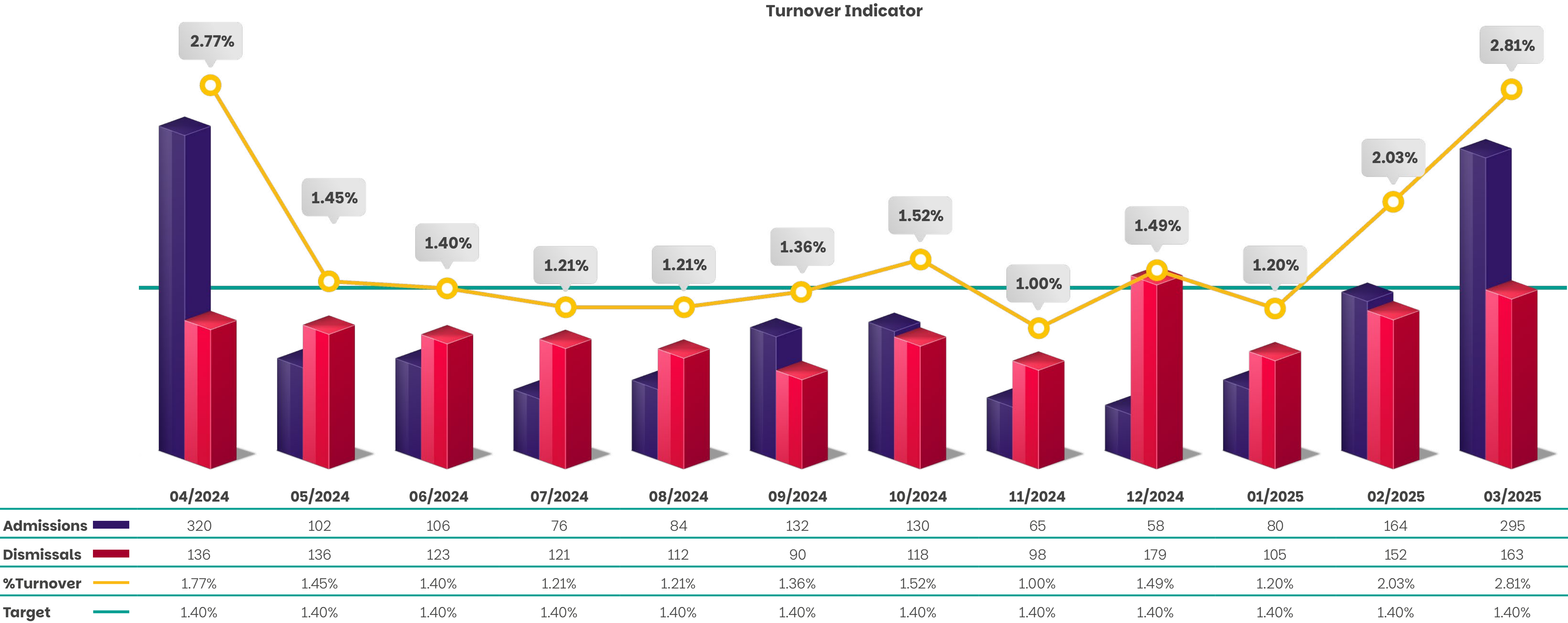


*Considers only permanent employees.

Total number of employee turnover rate [\[GRI 2-7\]](#)

The 2024/2025 crop year turnover rate reflects the natural movement of hirings and layoffs, given the seasonal nature of the company's

segment. They also reflect the organizational and operational restructuring.



The formula used to calculate the turnover rate is: (Hired/month + Fired/month) / 2 x 100/ Number of employees in the current month. [\[GRI 401-1\]](#)

Collective negotiation agreements [GRI 2-30]

All employees (100%) are assisted by unions in the category where they perform their activities, so the right to free association is always guaranteed. Every year, Collective Bargaining Agreements are signed with the respective unions representing the professional categories, which seek to ensure decent and fair working conditions for employees, as well as providing for salary adjustments and benefits that enable them to live with dignity. Employment contracts – both permanent and/or fixed-term – are signed in accordance with the CLT (Consolidation of Labor Laws) and other labor legislation.

The company bases its actions on respect for human diversity, the promotion of decent work principles, and non-discrimination. It also supports the eradication of child labor, slave labor, and/or degrading labor in the production chain.

Recruitment and hiring [GRI 3-3]

UST recruitment and hiring also utilize and promote internal talent, creating conditions for these employees to develop new skills and competencies aligned with the company's operations, thereby allowing them to take on new positions and grow alongside the organization. Below are the data relating to promotions and internal recruitment for the 2024/2025 crop year.

2024/2025 Crop Year			
Cluster/Area	Romotion	Internal Recruitment	Total
Norte	273	238	511
Agricultural	227	202	429
Industrial	32	26	58
Corporate	14	10	24
Centro	270	229	499
Agricultural	244	213	457
Industrial	15	8	23
Corporate	11	8	19
Sul	159	139	298
Agricultural	149	132	281
Industrial	5	4	9
Corporate	5	3	8
Corporate	8	3	11
Total Moved	710	609	1,319

Furthermore, the company widely advertises its recruitment processes. The practices carried out are specific and may include advertising in the media, utilizing employment agencies, promoting publicity in social groups, and forming partnerships with educational institutions. The UST website features a dedicated Careers section for online resume registration: <https://usinasantaterezinha.gupy.io/>.

Usina Santa Terezinha aims for the professional development and well-being of all individuals, regardless of their race, ethnicity, origin, age, disability, pregnancy, sex, gender, gender identity, sexual orientation, religious beliefs, social class, or physical characteristics.

Compensation and benefits [GRI 2-19 and 401-2]

[GRI 3-3 Working conditions and observance of human rights]

Employee earnings include salary and Variable Compensation Programs. Usina Santa Terezinha differentiates wages based on performance, measured by the achievement of individual and corporate goals. The compensation package is complemented by benefits, designed to provide greater satisfaction and well-being to employees and exceed the country's legal requirements.

Variable Compensation Programs	Employees contemplated
Productivity Bonus	Rural workers.
PPV (Prêmio de Produção Variável / Variable Production Bonus)	Agricultural employees who work on soil preparation, planting, cultivation, harvesting, loading, and sugarcane transportation.
PPR (Profit Sharing Program)	Employees in the industrial, administrative, and agricultural areas who do not participate in the PPV.

In addition to the benefits provided by law, employees receive:

- Medical care, extensive for dependents;
- Dental care for employees who opt into the plan;

- Free transportation, provided by the company's fleet, is available at industrial units. Transportation vouchers at corporate and logistics terminals;
- Group life insurance coverage;
- Homes located in 10 municipalities, provided on a loan basis to employees who do not have housing, according to internal criteria.

2024/2025 crop year

Clusters	Units	Municipalities	Number of Homes	Total
UST Norte	Iguatemi	Mandaguaçu	9	187
		Maringá (Iguatemi)	178	
	Paranacity	Paranacity	771	771
	Terra Rica	Terra Rica	508	508
UST Centro	Rondon	Rondon	79	79
	São Tomé	São Tomé	104	104
	Ivaté	Icaraíma	48	482
		Ivaté	434	
UST Sul	Tapejara	Tapejara	320	420
		Tuneiras do Oeste	100	
	Moreira Sales	Moreira Sales	9	9
Corporate	Logística	Maringá	4	4
	Paranaguá	Paranaguá	2	2
Total				2,566

Most houses were built in partnership with the Paraná Housing Bureau, Cohapar (Paraná Housing Company), and BNDES (National Bank for Economic and Social Development).

• Meals are provided in internal restaurants located on the floors of the corporate headquarters and production units: Maringá (and Iguatemi), Paranacity, CidadeGaúcha, Rondon, Tapejara, and Ivaté. In 2021, Usina Santa Terezinha renewed its catering contract with an outsourced company to improve menu diversity, services, and facilities.

• Access to recreational associations with leisure facilities, social events, and social gatherings.

• Learning incentive program.

• Since 2021, the food voucher benefit has been implemented. The benefit covers 100% of Usina Santa Terezinha employees and is intended for the purchase of food products, with adjustments made according to percentages defined by the unions.

Project



[GRI 201-1, 203-1, 203-2 and 413-1]

Start

2019

Definition

Embracing the uniqueness of employees, valuing that everyone can work together with equal opportunities, and recognizing the differences and similarities of each one, creates an environment that is safe for everyone to achieve a common goal.

Goal

Promote the continuous improvement of the physical, mental, and social well-being of employees in a fair manner, reinforcing the commitment to respect and recognize differences at UST.

Time frame

June to October, 2024.

Audience

100% of UST employees.

Activities

Explanatory post about the Project, 10 videos on the theme "Respect between Leaders and Subordinates," featuring employees who belong to the four affinity groups (gender, race/ethnicity, people with disabilities, and LGBTQIA+ individuals).

Scope

The playlist with the 10 project videos for 2024 is available on YouTube - UST: <https://youtube.com/playlist?list=PLLPMQ3dSjLEJwLAg7ZnOpCbRHEQtQlhmT&si=4Mpr8f15sfhApebG>

Outcomes in
the 2024/2025
crop year

Employees received information about the project via corporate email and internal bulletin boards. The UST website and electronic equipment, including computers and tablets, were customized with a project-themed wallpaper. In the media, the videos reached a considerable audience, achieving an average of 21,200 impressions on YouTube, 75,400 accounts reached on Facebook, and 49,000 accounts reached on Instagram.

In the 2024/2025 crop year, Usina Santa Terezinha was present at the 17th National Bioenergy Congress, held by UDOP – National Bioenergy Union, in Araçatuba – SP. On that occasion, Usina Santa Terezinha participated in the thematic room on People Management and Inclusion, where a debate took place on the topic: How companies deal with or need to deal with actions such as harassment and bullying of women.

On International Women’s Day in May 2025, Usina Santa Terezinha announced its sponsorship of the Stock Car Light (Stock Series) driver: Kaká Magno. Through an initiative at the Corporate Office in Maringá, Paraná, and as part of the Respect Makes History Project at UST, Kaká chatted with UST employees about her 16-year career and the challenges of the profession, representing the female audience.

Kaká Magno began her career in motorsports and, in 2019, won the runner-up title in the South Brazilian Karting Championship and the São Paulo State Championship. She began representing women in motorsports and was appointed an ambassador for the Ayrton Senna Trophy in 2020. Kaká also raced in Europe and was the flag bearer for Team Brazil at the FIA Games, held in Spain. She currently competes in her third season in Stock Car Light (Stock Series), where she achieved 5th place on the grid in Goiânia.

Educação continuada e ações de treinamento

[GRI 3-3 403-5 and 404-1] [GRI 3-3 Working conditions and respect for human rights]

Training within the company focuses on developing the potential of both employees and leaders. Qualifications are aligned with management needs, improving workers’ knowledge and culture of health and safety. Various training programs are offered regularly, ensuring employability and contributing to professional, social, and economic advancement. Newly hired employees also participate effectively in Institutional and Functional Integration.

Cluster	Unit	Training Totals	Hours	Participants
UST Norte	Iguatemi	2,625	70,436	23,163
	Paranacity	3,297	81,529	28,670
	Terra Rica	2,534	63,370	20,466
UST Centro	Cidade Gaúcha	2,449	87,538	35,163
	Ivaté	2,966	86,306	33,172
	Rondon	2,997	76,890	28,343
	São Tomé	251	2,015	832
	Umuarama	31	59	31
	Rio Paraná	565	7,695	3,202
	Moreira Sales	1,726	34,453	11,539
UST Sul	Tapejara	2,968	82,129	32,267
Corporate	Corporativo	797	8,317	3,328
Logistics	Logística	697	8,324	2,491
	Paranaguá	59	672	158

2024/2025 Crop Year

Cluster/unit	Female			Male			Total		
	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)
Norte	10,496	28,828	3	61,803	186,508	3	72,299	215,336	3
Iguatemi	2,224	5,962	3	20,939	64,474	3	23,163	70,436	3
Paranacity	4,788	12,809	3	23,882	68,721	3	28,670	81,529	3
Terra Rica	3,484	10,057	3	16,982	53,313	3	20,466	63,370	3
Centro	16,336	47,079	3	84,407	213,424	3	100,743	260,504	3
Cidade Gaúcha	5,800	14,862	3	29,363	72,676	2	35,163	87,538	2
Ivaté	5,973	20,525	3	27,199	65,781	2	33,172	86,306	3
Rondon	4,127	10,668	3	24,216	66,222	3	28,343	76,890	3
São Tomé	343	848	2	489	1,167	2	832	2,015	2
Umuarama	0	0	0	31	59	2	31	59	2
Usina Rio Paraná	93	177	2	3,109	7,518	2	3,202	7,695	2
Sul	3,904	10,901	3	39,902	105,682	3	43,806	116,582	3
Moreira Sales	871	2,472	3	10,668	31,982	3	11,539	34,453	3
Tapejara	3,033	8,429	3	29,234	73,700	3	32,267	82,129	3
Corporate	1,271	2,779	2	2,057	5,538	3	3,328	8,317	2
Corporate	1,271	2,779	2	2,057	5,538	3	3,328	8,317	2
Logistics	356	1,021	3	2,293	7,975	3	2,649	8,995	3
Logistics	356	1,021	3	2,135	7,303	3	2,491	8,324	3
Paranaguá	0	0	0	158	672	4	158	672	4
Grand Total	32,363	90,607	3	190,462	519,127	3	222,825	609,734	3



2024/2025 Crop Year

Cluster / Unidade	Director			Manager			Supervisor			Coordinator			In Charge			Operational			Total		
	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)
Norte	0	0	0	665	1,887	3	2,092	6,920	3	2,672	8,144	3	6,169	20,051	3	60,701	178,334	3	72,299	215,336	3
Iguatemi	0	0	0	334	1,105	3	592	2,394	4	858	2,619	3	2,199	6,314	3	19,180	58,004	3	23,163	70,436	3
Paranacity	0	0	0	205	473	2	1,044	2,820	3	978	2,912	3	2,553	8,275	3	23,890	67,050	3	28,670	81,529	3
Terra Rica	0	0	0	126	309	2	456	1,706	4	836	2,613	3	1,417	5,462	4	17,631	53,280	3	20,466	63,370	3
Centro	0	0	0	786	1,706	2	2,226	7,578	3	3,711	11,288	3	6,666	21,077	3	87,354	218,854	3	100,743	260,504	3
Cidade Gaúcha	0	0	0	399	859	2	980	3,357	3	1,183	3,518	3	2,140	6,865	3	30,461	72,939	2	35,163	87,538	2
Ivaté	0	0	0	329	691	2	697	2,412	3	1,183	3,761	3	2,109	6,635	3	28,854	72,808	3	33,172	86,306	3
Rondon	0	0	0	58	157	3	489	1,646	3	1,229	3,634	3	2,177	6,871	3	24,390	64,582	3	28,343	76,890	3
São Tomé	0	0	0	0	0	0	0	0	0	29	110	4	20	82	4	783	1,823	2	832	2,015	2
Umuarama	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31	59	2	31	59	2
Usina Rio Paraná	0	0	0	0	0	0	60	163	3	87	265	3	220	624	3	2,835	6,642	2	3,202	7,695	2
Sul	0	0	0	342	1,128	3	1,175	4,260	4	1,905	5,416	3	3,843	10,556	3	36,541	95,223	3	43,806	116,582	3
Moreira Sales	0	0	0	57	198	3	281	1,042	4	547	1,499	3	1,048	2,990	3	9,606	28,724	3	11,539	34,453	3
Tapejara	0	0	0	285	930	3	894	3,217	4	1,358	3,917	3	2,795	7,566	3	26,935	66,499	2	32,267	82,129	3
Corporate	193	682	4	289	1,375	5	604	2,551	4	0	0	0	19	40	2	2,223	3,669	2	3,328	8,317	2
Corporate	193	682	4	289	1,375	5	604	2,551	4	0	0	0	19	40	2	2,223	3,669	2	3,328	8,317	2
Logistics	0	0	0	56	241	4	299	1,612	5	62	259	4	229	1,358	6	2,002	5,505	3	2,648	8,975	3
Logistics	0	0	0	56	241	4	266	1,410	5	62	259	4	229	1,358	6	1,877	5,036	3	2,490	8,304	3
Paranaguá	0	0	0	0	0	0	33	203	6	0	0	0	0	0	0	125	469	4	158	672	4
Grand Total	193	682	3	2,138	6,337	3	6,396	22,922	4	8,350	25,107	3	16,926	53,082	3	188,821	501,585	3	222,824	609,714	3

Leadership Program – A Team that Performs

The Leadership Training Program – A Team that Performs aims to develop essential management skills, addressing topics such as assertive communication, autonomy/leadership, collaborative leadership, and high-performance team building. In the 2024/2025 crop year, activities were carried out in a hybrid format, combining in-person and online workshops to ensure greater reach and effectiveness.

Target audience: Directors, Managers, Supervisors, Coordinators, and in-charge employees.

Main objectives of the program:

- Develop teamwork, profile management, and leadership skills for better results;
- Improve soft skills required by the market, such as empathy, self-control, flexibility, and emotional intelligence;
- Consolidate knowledge about leadership styles and their application to different employee profiles;
- Discuss motivation practices, self-motivation techniques, and productivity maintenance;
- Train in administration and time management techniques, optimizing performance and satisfaction;

- Reinforce knowledge of results and process management, including defining indicators and analyzing trends.

Topics covered:

- Assertive communication;
- Autonomy and protagonism;
- Leadership and collaboration;
- High-performance teams;

Results achieved:

More than 850 leaders were trained, strengthening their skills and disseminating effective management practices among their teams. The program provided greater strategic alignment, reinforced leadership skills, and had a direct impact on organizational development.

In the 2024/2025 crop year, a new **performance evaluation** cycle was carried out, in which leaders evaluated their peers, subordinates, and superiors. All leaders participated in **training** aimed at enhancing their use of the tool, with a focus on **feedback, preparing Individual Development Plans (IDPs)**, and defining **Action Plans** for each person evaluated. This initiative enabled the identification of opportunities for professional growth, strengthened individual skills, and harnessed the potential of each employee, ultimately contributing to the generation of sustainable results and the achievement of organizational goals.

2024/2025 Crop Year ^[GRI 2-18]

Performance Evaluation	Participants
Directors and Managers	45
Supervisors	129
Coordinators and in-charge employees	243
Tactical positions (analysts, lawyers, buyers, nurses, engineers, ergonomists, specialists, speech therapists, doctors, and technicians)	108
Total	525

UST Leaders Meeting

The UST Leaders Meeting brought together leaders from all areas of the company in a strategic event dedicated to evaluating the results of the last harvest cycle, discussing the challenges overcome, and, above all, setting goals and plans for the future.

This moment is essential for aligning objectives, reinforcing commitment to results, and ensuring that each area is prepared to reach new levels of excellence. It also represents a valuable opportunity to recognize achievements, to share lessons learned, and to promote collective growth.

Together, collaboration, innovation, and a focus on sustainable results are reinforced. Leadership plays an essential role in this process, inspiring

and mobilizing all employees to move forward with determination and confidence.

UST Leaders Meeting | 2025/2026 Crop Year

Our 5th UST Leaders Meeting brought together more than 800 leaders in an environment of learning, integration, and inspiration!

Throughout the event, knowledge and experiences are exchanged, strengthening our preparation for the 2025/2026 crop year with a focus on **Safety, Performance, Quality, and Cost**.

The meeting included presentations by the Board of Directors, as well as presentations by renowned speakers, who provided practical examples of how to practice committed, approachable, and engaged leadership. The **“Bridge”** exercise, conducted by a specialized experiential learning company, provided an intense training session in planning, strategy, and decision-making, reinforcing essential skills for our teams.



Learn more about the
Leaders Meeting by
watching the video on the
UST YouTube channel

Professional qualification [GRI 3-3 and 404-1]

Programs	Goal	Partnership	Units Benefited In 2024/2025	Audience in 2024/2025
Learning Incentive Program	Enabling the search for information and knowledge, generating a motivational factor, through partial repayment of the investments with education in technical, undergraduate, and postgraduate courses.	Senar (National Rural Learning Service)	Cidade Gaúcha, Iguatemi, Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, Moreira Sales, Corporate.	67 scholarships for undergraduate, postgraduate, and technical courses.
Young Apprentice Program	Develop the Young Apprentice Program, following Law 10,097 of November 19, 2000, providing access to professional qualification through theoretical and practical education strategies with the appropriate equipment.	Senar (National Rural Learning Service) Lins de Vasconcellos and Associação Nossa Senhora Pastora.	Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, Cidade Gaúcha, Iguatemi, Corporate, and Logistics.	30 teenagers and young adults: 47% of positions were filled by males and 53% by females.
CNH grant (National Driver's License)	Enabling employees to change their CNH category to become eligible for internal career growth.	Agreement with driving schools in the towns.	Cidade Gaúcha, Iguatemi, Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, São Tomé, and Moreira Sales.	200 employees benefited, 87% male and 13% female.
Internship Program	To train new talents, offering students the opportunity to experience the challenges of an organization and the practicalities of the job market in the sugar-energy sector.	IEL (Euvaldo Lodi Institute)	Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, Corporate, and Logistics.	18 teenagers and young adults: 28% vacancies were filled by males and 72% by females.
Agronomic Residency Program	Train students or recent graduates in modern sugarcane cultivation technologies, providing participants with technical and practical knowledge; identifying, planning, and implementing opportunities for problem solving; and providing certification in the form of an advanced course in sugarcane cultivation, in order to develop future managers for leadership in people, processes, and results.	UFRRJ (Universidade Federal Rural do Rio de Janeiro).	Cidade Gaúcha, Iguatemi, Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, and Moreira Sales.	4 male residents plus 4 female residents who started in February 2025.

Project



Formação UST (UST Training) – Employees.

Start	2021.
Definition	Promoting training that aims to improve and enhance the professional performance of the company's internal audience.
Goal	Developing careers and providing professional qualifications to UST employees at the Paraná production units.
Audience	Youth and adults.
Time frame	Crop year.
Activities	During the crop years, classes of young people and adults are formed according to the project's planning, promoting knowledge in technical and professional skills and expanding the possibilities of employment, decent work, and entrepreneurship.
Partnership	Senar (National Rural Learning Service) / Paraná; Workers Agencies in Paraná; and Trade Unions in Paraná.
Scope	7 towns in Paraná.
Outcomes in 2024/2025	An audience of 50 employees participated in courses on Agricultural Tractor Operation and Agricultural Mechanics. Of these, 48 were men and 2 were women.

Operational changes notifications [\[GRI 3-3 and 402-1\]](#)

Usina Santa Terezinha notifies the public in advance of significant operational changes within the organization, including restructuring, acquisitions, shutdowns, the start and end of the harvest, and scheduled maintenance services at the plant. Several tools are used for this end: monthly meetings; email and bulletin board newsletters; messages via apps; chats between employees and leaders; and leadership committees. These mechanisms facilitate communication and ensure accuracy in processes and procedures. In addition, employees celebrating their birthdays that month participate in raffles for “Coffee with the Director,” an occasion during which key institutional communications are reinforced.

Quality of life [\[GRI 401-2\]](#)

Throughout the harvest seasons, Usina Santa Terezinha promoted several health services aimed at the well-being of employees and their families. The initiatives include early diagnosis, preventive care, encouraging healthy habits, and awareness campaigns, reaffirming the commitment to quality of life.

Project



[\[GRI 3-3, 201-1, 203-1, 203-2, 403-5, 403-6 and 413-1\]](#)

Start	2020.
Definition	The project is developed in parallel with the international campaigns Yellow September, Pink October, and Blue November, enabling reflection among employees and encouraging them to take care of themselves and their families.
Goal	Raise awareness of mental health issues, breast and cervical cancer, and prostate cancer, reflecting on the subject with information that emphasizes: conversation and prevention are the best solutions.
Time frame	September through November.
Audience	100% of UST employees.
Scope	9 towns in Paraná and Mato Grosso do Sul.
Partnership	Unimed and HapVida.
Activities in the 2024/2025 crop year	1. Handing out t-shirts to all employees and informative material; 2. Informative talks with semi-structured scripts with project partner Unimed (health insurance) and HapVida (dental insurance); 3. Sharing of informative material in the company's communication channels: a) digital: newsletter (e-mail) and cards (UST App); wallpaper (computers); photos of activities (social media). b) printed: posters (murals) and scripts for preventive dialogues with a signature list.
Outcomes in the 2024/2025 crop year	In 2024, 8,356 employees received customized project t-shirts. Activities: 1 training session on the topic: How to Care for Others Without Neglecting Yourself, with 42 participants. There were 40 days of actions (DDIs), spread across September, October, and November, on the work fronts of the UST units, Logistics in Paranaguá and Maringá, and the Corporate office.

Escuto e Penso em Você (I Listen and Think of You) is held in parallel with the international campaigns Yellow September (mental health awareness), Pink October (breast and cervical cancer prevention), and Blue November (prostate cancer awareness). The integration allows for reflection time among employees and encourages them to prioritize their health and that of their families, addressing issues related to mental health, women's health, and men's health. In its fifth edition, for the 2024/2025 crop year, discussions were also included on central themes, as well as respiratory diseases, preventing dengue fever, vaccination, and oral health, with a focus on knowledge, reflection, and prevention.

Health care

A health plan is offered as an employee and dependent benefit, providing coverage for outpatient and hospital medical services.

The following are considered dependents:

- Spouse or cohabitant, with a stable union under the law, duly proven, without competition with the spouse;
- Disabled children;
- Unmarried children up to 24 years old, as long as they are attending higher education or technical high school, and are not working or with paid activity;
- Unmarried disabled children, provided that the INSS has proved economic dependence;
- Stepchildren, minors under court custody, and minors under guardianship, treated as equivalent to children.

Crop Year	Holders	Dependents	Lives Covered By The Health Plan
2024/2025	8,852	8,713	17,565

Occupational health and safety [\[GRI 2-23 and 403-6\]](#)
[\[GRI 3-3 Worker health and safety throughout the production chain\]](#)

Usina Santa Terezinha, in its Safety Journey, aims to advance in valuing employees’ lives and well-being, both inside and outside the workplace. Safety is one of UST’s pillars, and to reinforce this, actions are carried out aimed at leadership development, SSMA processes, and training. These elements are essential for maintaining and monitoring the SSMA Integrated Management System, which enables internal processes to be enhanced and integration with clients and suppliers to be carried out efficiently and sustainably. [\[GRI 403-1\]](#)

Occupational Health information management is carried out via software by the specialized health team, with digital medical records, ensuring confidentiality and compliance with the General Personal Data Protection Law (LGPD). Our employees and their dependents have access to a health plan regulated by the National Health Agency (ANS), with coverage for consultations, exams, therapies, and hospitalizations, according to the contract established with the operator.

Our corporate Integrated SSMA Management system aims to guarantee the integrity of our employees and third parties by anticipating, recognizing, evaluating, and controlling risks, and implementing control measures. UST has “SALVO, Safety Our Goal,” which is structured systematically and uses the 3Ps as its foundation: People, Processes, and Products. These foundations are the basis for safe, reliable, and compliant operations, and are subdivided into eleven Operational Elements. The elements cover topics such as Leadership,

Risk Management, Compliance Management, Training Management, Communication Management, Third-Party Management, Emergency Management, Incident Management, and Continuous Improvement Process. The management system encompasses our administrative, industrial, agricultural, and automotive employees, as well as third parties, who must adhere to all procedures for providing services at UST. Third-Party Management includes Third-Party Contracting procedures and Minimum SSMA Requirements, requiring the submission of documentation and training, in addition to undergoing integration training, which reinforces the risk management tool, applicable procedures, and emergency procedures, ensuring that services are provided with maximum safety. [\[GRI 403-1 and 403-9\]](#)

1. LEADERSHIP

- 1.1 Leadership
- 1.2 Human Resources

9. RESULTS AND REVIEWS

- 9.1 - Results and Reviews

10. SUSTAINABILITY / ESG

- 10.1 - Sustainability
- 10.2 - ESG
- 10.3 - Social and Environmental Responsibility

11. CERTIFICATIONS

- 11.1 - Certifications



2. RISK MANAGEMENT

- 2.1 - Risk Planning
- 2.2 - Risk Assessment
- 2.3 - Risk Control
- 2.4 - Risk Monitoring

3. COMPLIANCE MANAGEMENT

- 3.1 - Compliance Assurance
- 3.2 - Project Management
- 3.3 - Asset Management

4. TRAINING AND HABILITIES

- 4.1 - Training and Habilities

5. COMMUNICATIONS

- 5.1 - Communications and Promotions

6. SERVICE MANAGEMENT

- 6.1 - Contractor and Procurement Management

7. EMERGENCY RESPONSE PLAN

- 7.1 - Emergency Preparedness

8. INCIDENT COMMUNICATION AND INVESTIGATION

- 8.1 - Learning from Events

The SSMA Policy covers the guidelines that underpin risk recognition and refusal to participate in activities involving imminent risk. UST practices a Stop Work Policy, which applies to operations carried out by employees or third parties, mitigating the risks associated with the activity by identifying a risk situation that must be reported immediately to management, requesting a new Risk Assessment. [\[GRI 403-2\]](#)

The Risk Management system arises from the need to carry out activities that involve risks to people, facilities, and/or the environment, identified through the involvement of Leadership and Operations. The POPs (Standard Operating Procedures) encompass activities involving risk analysis through APR (Preliminary Risk Analysis), based on energy sources, with employees and leaders participating in the development of this process. The purpose of UST's Standard Operating Procedures is to provide step-by-step instructions for the activities. Those involved in the activities are trained, as provided for in the SSMA Training Catalog. In addition to Risk Management, there is the Risk Management Program (PGR) and the Rural Work Risk Management Program (PGRTR), which manage the risk inventory, action plan, and related procedures. [\[GRI 403-1\]](#)

Usina Santa Terezinha maintains formal Health and Safety Committees to ensure compliance with regulations, improve processes, and promote sustainable practices throughout the organization, with the participation of a multidisciplinary team covering: SPCI Committee (Fire Prevention and Control System), SSMA Committee (composed of the Health and Safety Team), Operational SSMA Committee

(composed of Director, Managers, HR, SSMA), Health Committee (composed of Health, HR, Plan Operator), Transportation Committee (composed of transportation management, SSMA), and VIVE Committee (composed of SSMA, facilitators). These committees ensure the representation of employees and third parties, who meet periodically to discuss, analyze, implement measures, and set goals for reducing occupational health and safety risks.

[\[GRI 3-3, 403-3 and 403-4\]](#)



As for developing safe behavior, the De Olho no Risco (Eye on Risk) Program stands out, helping employees and third parties learn about risk perception by observing the environment and assessing deviations, raising awareness about the risks that exist in the workplace. In the 2024/2025 crop year, at the SSMA Workshop, with the participation of the Board of Directors and Management, the De Olho no Risco (Eye on Risk) Program was improved to encourage the immediate resolution of deviations, making the work environment safer, through registration in the De Olho no Risco app. In addition to the implemented program, the company invests in Hazard Perception training, both didactically and practically. [\[GRI 403-1\]](#)

To raise employee awareness of health, safety, and environmental issues, awareness campaigns and events are conducted. The campaigns cover topics such as employee health prevention, changes in SSMA culture, and environmental conservation. The campaigns reaffirm the commitment to the SSMA journey and reflect on how a safer and more sustainable work environment is being built for everyone. Additionally, an initiative is being maintained through the CIA (Agricultural Intelligence Center) to utilize camera technology for preventive action in monitoring Fatigue Management and Defensive Driving Management. The goal is to advance the culture of Transportation Safety, reducing risk exposure.



In the 2024/2025 crop year, the UST com Você behavioral observation program was implemented, managed via software and an app. Behavioral Observation is a technique used to identify, evaluate, and guide employee behavior in the workplace, promoting a safety culture and preventing accidents. To launch the program, an internal campaign was held to choose a name, and "UST with You" was selected by vote. For program implementation, the entire leadership team was trained using practical case studies. The program is the key tool in building and strengthening a safety culture.

UST analyzes trends and evaluates lessons learned from events through the corporate guideline "Communication and Investigation of Incidents," which is conducted by a

multidisciplinary team. This effort focuses on advancing effectiveness analysis and implementing more robust actions within the Control Hierarchy. [\[GRI 403-2\]](#)

The management of incident indicators covers reportable incidents (fatalities, time off work, restricted activity, and medical treatment) in Frequency Rates (FR); Frequency Rate with Time Off Work (FRTOW), and Severity Rate (SR). The Severity Rate (SR) considers the number of days lost (working days lost due to an accident resulting in time off work) and discounted (days discounted due to the severity of the injury due to total or partial permanent disability, and fatality, regardless of whether the employee took time off work, according to Table 1 of NBR 14280:2001), caused by work accidents with and without leave per million hours worked, with agricultural operations being evaluated in relation to these indicators. This factor also constitutes a criterion for defining the PPV (Variable Production Bonus). [\[GRI 403-2 and 403-9\]](#)

PERFORMANCE INDICATORS*

[GRI 403-2 and 403-9]

Indicators	2023/2024		2024/2025	
	UST	Third Parties	UST	Third Parties
HHT (Man-Hours Worked)	15,870,160.00	742,030.66	15,769,617.00	950,908.37
Number of hours worked basis	1,000,000	1,000,000	1,000,000	1,000,000
Number of deaths due to work-related accidents	1	0	1	0
Rate of deaths resulting from work-related injuries	0.06	0	0.06	0
Number of high-consequence accidents	32	1	24	0
Number of high-consequence accidents	2.02	1.35	1.52	0
Number of low-consequence accidents	145	5	117	1
Number of work-related injuries recorded (including fatalities)	178	6	142	1
Recorded work-related injury rate (including fatalities)	11.22	8.09	9.00	1.05

* High-consequence accidents are accidents with lost time (reportable incidents classifiable as lost time), and low-consequence accidents are accidents without lost time (with or without permanent injury, reportable incidents classifiable as lost time);

* The data involving third parties is added to the UST employee data. This data will be computed separately with the SGI (Integrated Management System) structure underway at Usina Santa Terezinha.

The SSMA performance of the units is assessed using the SSMA Score from December to November (12-month rolling), evaluating the KPIs in three categories: Category 01: Personal Injury Events; Category 02: Material Injury Events; Process Safety; Environmental Damage; Leaks; and Category 03: SSMA Programs. The 12-month rolling ranking of the units is presented monthly at the Cluster Meetings. The award consists of a plaque for the 1st, 2nd, and 3rd place winners, as part of a Safety Recognition Program.

Sectoral Entities

Usina Santa Terezinha maintains close links with unions in Paraná and Mato Grosso do Sul, such as: Sialpar (Paraná’s Ethanol Manufacture Industry Union), Siapar (Paraná’s Sugar Industry Union), the Rural Workers Unions, the Alcohol Manufacture Industries Workers Unions, the Food Industry Workers Unions, and Stiqfepar (Paraná’s Chemical and Pharmaceutical Industries Workers Unions).

The collective agreements signed take into account the specific regional characteristics of the production units and address issues such as remuneration, adjustments, working conditions, benefits, and occupational safety. All workers are covered by agreements, respecting the free association of employees and collective bargaining, which takes place with representation from the workers’ union.

[GRI 2-20 and 2-30]

Community [GRI 3-3 201-1, 203-1, 203-2 and 413-1]

Contributing to the social development around the production units is also the purpose of Usina Santa Terezinha. During the 2024/2025 crop year, seven projects were carried out through private social incentives according to the UST Annual Sustainability/ESG (Environmental, Social and Governance) Master Plan that meet local needs. Notably, the MUST Project (mentioned below) employs Venezuelan migrants in partnership with the IOM (International Organization for Migration).

Project



Start	2023
Definition	Recruitment of migrants aimed at diversity and inclusion in the company, meeting the need for vacancies in UST units, and compliance with UST's sustainability indicators.
Goal	Hiring Venezuelan migrants who are welcomed in Roraima through Operation Welcome via IOM-UN, aligned with UST's Diversity and Inclusion principles, which include promoting the recruitment and selection of migrants to join the company's team.
Time frame	Crop year.
Audience	Venezuelan migrants.
Activities	Hiring migrants through the UN's Operation Welcome.
Scope	3 towns in Paraná with UST Units (Paranacity, Ivaté, and Tapejara).
Partnership	Humanitarian Logistics Task Force Operation Welcome and United Nations (UN) Migration Agency (IOM).
Outcomes in the 2024/2025 crop year	<p>To date, 18 Venezuelan workers have been hired. Of these, 14 remain active at UST, and 5 have participated in internal recruitment processes, being promoted to new positions, which highlights real possibilities for career advancement within the organization. In addition to professional integration, support and monitoring actions are being carried out, such as:</p> <ul style="list-style-type: none">• Home visits to support families' adaptation;• Support from the IOM-UN, with guidance and interventions aimed at strengthening the social and professional integration process.

In the 2024/2025 crop year, the MUST Project was shared at two events:

– **Conversation with the industry; Integration and Employability of Migrants**, promoted by Sesi (Industry Social Service)/PR, in partnership with Fiep (Federation of Industries of the State of Paraná), IEL (Euvaldo Lodi Institute), and Senai (National Industrial Learning Service), in Maringá – PR.

– **Migrants as Agents of Transformation and Sustainable Economic Growth**, held by the International Organization for Migration (IOM) – UN Migration, in São Paulo, in partnership with the Federation of Industries of São Paulo (Fiesp), the Federation of Industries of Rio de Janeiro (Firjan), and Aya Earth Partners.

INSTITUTIONAL PROJECTS

Project



Start	2013.
Definition	Contribute with appropriate measures to protect and shelter those who are socially vulnerable during the winter. Help reduce socioeconomic difficulties related to low temperatures in the region by collecting and delivering winter kits with new items (1 blanket and 1 bath towel).
Goal	Mobilize employees and their families to collect and distribute winter kits containing new items (blankets and bath towels), benefiting the local community. As a way to encourage the project, UST matches the amount raised, according to the proposed goal.
Audience	Children, adolescents, and seniors served by social assistance institutions, especially those that provide shelter services.
Time frame	May to June.
Activities	Collection and distribution of winter kits (a blanket and a bath towel).
Scope	21 towns in Paraná and Mato Grosso do Sul; *Rio Grande do Sul.
Outcomes in the 2024/2025 crop year	<p>Employees exceeded the target of collecting 799 winter kits, donating 916 kits. The company matched the original target, donating 799 additional kits, which totaled 1,715 blankets and 1,715 bath towels, all of which were new items. As a result, 1,715 people from 29 social assistance institutions benefited.</p> <ul style="list-style-type: none">• In May 2024, Rio Grande do Sul was hit by floods that caused extensive damage to the state. As a result, Usina Santa Terezinha mobilized and included a Solidarity Campaign in the Together to Warm Up initiative, involving more than 8,000 employees. This initiative enabled everyone to contribute by donating mineral water and cleaning items, such as bleach, brooms, and squeegees with handles. In total, UST sent three truckloads of donations. The first truck carried 6,600 liters of bleach, 4,000 blankets, and 2,880 liters of detergent. The second truck carried 21,600 liters of mineral water. The third truck was sent with donations from UST employees: 908 liters of bleach, 400 brooms with handles, 293 squeegees with handles, 1,283 liters of detergent, 366 gallons of mineral water, and 1,121 liters of mineral water in bales. All donations were delivered to the municipality of Encantado/RS, received by the army, and distributed according to the population's needs.

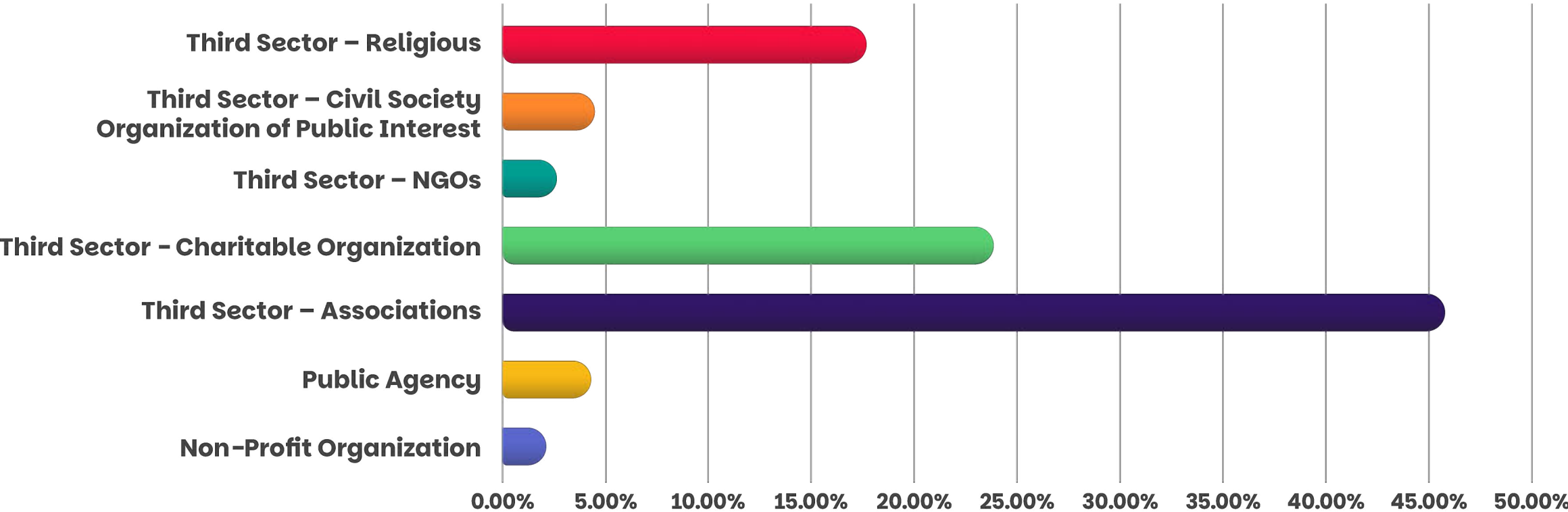
Project



Start	2014.
Definition	Making Christmas wishes come true through the engagement between Usina Santa Terezinha, employees, and neighboring communities. Based on this demand, UST is committed to matching the number of wishes made true, with food baskets for children and geriatric diapers for the elderly.
Goal	Foster solidarity within the organization by collecting "Christmas Wishes," that is, "wishes" sent in letters by socially vulnerable people, promoting more smiles by delivering dreams that enable play, leisure, and fun in childhood, and also contributing to the protection and maintenance of health in old age.
Audience	Children, teenagers, and senior citizens served by social assistance institutions.
Time frame	November to December.
Activities	Collection and distribution of "Christmas Wishes," food baskets, or geriatric diapers.
Scope	19 towns in Paraná and Mato Grosso do Sul.
Outcomes in the 2024/2025 crop year	1,057 "Christmas Wishes" for children and the elderly were donated by employees, a figure that doubled with the company's participation, resulting in the delivery of 289 geriatric diapers and 768 food baskets. A total of 28 social welfare institutions benefited from the initiative.

BENEFICIARIES OF THE INSTITUTIONAL PROJECTS: TOGETHER FOR WARMTH AND DOUBLE CHRISTMAS WISHES

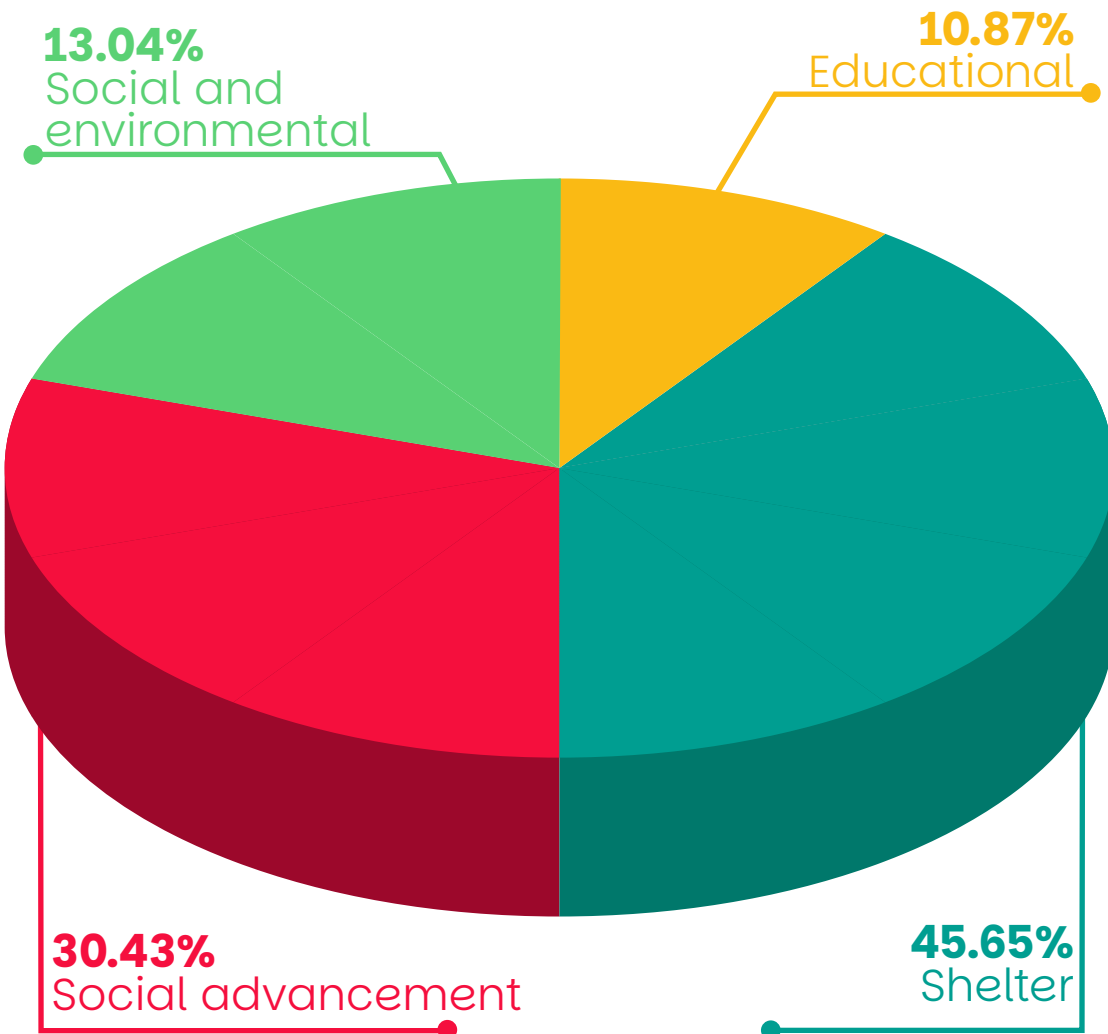
Nature of the institutions



Profile of the institutions

Usina Santa Terezinha’s Together for Warmth and Double Christmas Wishes projects prioritized institutions that assist people in social vulnerability in shelters and social promotion institutions.

Profile of the institutions – 2024/2025 crop year



Audience profile

Considering the projects Together for Warmth and Double Christmas Wishes, in the 2024/2025 crop year, the UST Projects assisted more than 2,770 people. These individuals are welcomed into social assistance institutions and are also included in the projects. The largest audience falls into the following categories: Social Vulnerability, People with Disabilities, and People at Risk.

Audience age group

Considering the age range of the public served by the institutions, the two main age groups served were: children and teenagers (0 to 17 years old), comprising 26%, and seniors (60 years old or older), comprising 21%.

Towns and districts served

Cluster	UST Unit	City	District	State	Juntos para Aquecer (Together for Warmth)	Sonhos de Natal em Dobro (Double Christmas Wishes)
Norte	Iguatemi	Mandaguaçu		Paraná	X	X
	Iguatemi	Maringá	Iguatemi	Paraná	X	X
	Iguatemi	Nova Esperança		Paraná		X
	Paranacity	Colorado		Paraná		X
	Paranacity	Cruzeiro do Sul		Paraná	X	
	Paranacity	Inajá		Paraná	X	
	Paranacity	Nova Esperança		Paraná		X
	Paranacity	Paranacity		Paraná	X	X
	Terra Rica	Guairaçá		Paraná	X	
	Terra Rica	Terra Rica		Paraná	X	X
Centro	Cidade Gaúcha	Cidade Gaúcha		Paraná	X	X
	Cidade Gaúcha	Tapira		Paraná	X	X
	Ivaté	Icaraíma		Paraná	X	
	Ivaté	Ivaté		Paraná	X	X
	Ivaté	Umuarama		Paraná	X	X
	Rondon	Guaporema		Paraná	X	X
	Rondon	Rondon		Paraná	X	X
	Usina Rio Paraná	Eldorado		Mato Grosso do Sul	X	X
Sul	Tapejara	Cianorte		Paraná	X	X
	Tapejara	Cruzeiro do Oeste		Paraná	X	X
	Tapejara	Moreira Sales		Paraná	X	X
	Tapejara	Tapejara		Paraná	X	X
	Tapejara	Tuneiras do Oeste		Paraná	X	
UST	Corporate	Maringá		Paraná	X	X
	Logistics Maringá	Paiçandu		Paraná	X	X

The “Juntos para Aquecer” and “Sonhos de Natal em Dobro” projects, on the other hand, were more active in the local community. Of the total, 32% of municipalities allocate the company’s operations, while the other 68% are neighboring towns where plant employees reside or that are part of the region where UST operates. In both cases, priority was given to institutions with a social promotion profile and shelters. [\[GRI 413-1\]](#)

Project



UST Training - Community

Start	2021.
Definition	Development in local communities through a project that qualifies and trains people, boosting their competencies for the labor market.
Goal	Offering professional qualifications for people living in communities neighboring the UST productive units, through free courses in agricultural operation and mechanical maintenance.
Audience	Young people and adults from the communities.
Time frame	Crop year.
Activities	During the crop years, classes of young people and adults are formed according to the project's planning, promoting knowledge in technical and professional skills and expanding the possibilities of employment, decent work, and entrepreneurship.
Partnership	Senar (National Rural Learning Service) / Paraná; Workers Agencies in Paraná; and Trade Unions in Paraná.
Scope	7 towns in Paraná.
Outcomes in the 2024/2025 crop year	A total of 23 people were trained in the Agricultural Tractor Operator course. Of these, 11 were men and 12 were women.

Project



UST Training – Women

Start	2023.
Definition	UST Training – Women offers free professional training to women from the communities surrounding the company's operations, enabling them to work in the agro-industrial sector.
Goal	To train women professionals free of charge, to qualify the regional workforce in the agro-industrial sector, and to provide equal opportunities.
Audience	Young and adult women in the communities.
Time frame	Crop year.
Activities	During the crop years, classes of young people and adults are formed according to the project's planning, promoting knowledge in technical and professional skills and expanding the possibilities of employment, decent work, and entrepreneurship.
Partnership	Senar (National Rural Learning Service)/Paraná; Workers' Agencies in Paraná; and Trade Unions in Paraná.
Scope	7 towns in Paraná.
Outcomes in the 2024/2025 crop year	A total of 14 women were trained in the Agricultural Tractor Operator, Wheeled Workshop Mechanic and Wheel Loader Operator courses.



UST Women’s Action

This initiative encourages female participation in the company’s workforce through publications highlighting the UST Training – Women project, which offers free courses to employees and the community. The Human Resources department monitors the progress of new employees monthly, presenting key indicators and results in meetings with senior leadership, thereby strengthening the culture of Diversity and Inclusion at UST.

Project



Start	2024.
Definition	The UST Super Ação Project is an initiative by Usina Santa Terezinha to promote the inclusion of people with disabilities (PCDs), in partnership with social assistance institutions (APAE). The project respects the specific characteristics of each professional, fosters interpersonal development and autonomy, and reinforces a sense of belonging.
Goal	Promote the effective inclusion of people with disabilities at UST, offering job and development opportunities, strengthening ties with the community, and encouraging diversity, inclusion, and sustainability practices.
Time frame	Crop year.
Audience	People with Disabilities (PcDs)
Activities	The project activities are being carried out at APAEs in Maringá, Umuarama, Cianorte, Paranacity, and Terra Rica, with direct supervision by a qualified professional to support the project.
Scope	5 towns in Paraná located in the vicinity of UST Units (Maringá, Umuarama, Cianorte, Paranacity, and Terra Rica).
Partnership	APAEs (Association of Parents and Friends of Exceptional Children).
Outcomes in the 2024/2025 crop year	The project was launched in October 2024, in partnership with APAEs, with the hiring of more than 130 new employees in the Protected Work format, enabling the production of handicrafts using sugarcane bagasse and cassava starch glue. The pieces will be used in UST events, combining sustainability, creativity, and appreciation for the participants' work.

Super Ação was presented at the event “Dialogue with Industry: Inclusion of People with Disabilities,” promoted by Fiep (Federation of Industries of the State of Paraná), CIFAL Curitiba (Centre International de Formation des Autorités/ Acteurs Locaux), and Unitar (United Nations Institute for Training and Research), in Maringá/PR.



Click and watch the video of the project launch on the UST Channel.

Project




Start	2012.
Definition	A social and environmental project that develops social and environmental education activities with students and teachers from municipal schools located in the regions where Usina Santa Terezinha operates.
Goal	To contribute to the creation of an environmentally conscious society that is responsible for preserving biodiversity and committed to the future of the next generation.
Audience	4th graders from municipal schools.
Time frame	September through November.
Scope	10 towns in UST's operation area [Mandaguaçu, Maringá (Iguatemi District), Cruzeiro do Sul, Uniflor, Terra Rica, Mirador, Tapira, Ivaté (Municipality and Herculândia District), and Tapejara – Paraná, in addition to Eldorado – Mato Grosso do Sul]. The city of Paranaguá was not included in this edition, and Paranacity, CidadeGaúcha, and Rondon – Paraná chose not to participate in this project's edition. Thus, 63% of the towns that host company units were included.
Partnership	Municipal Secretaries of Educationand Municipal Secretaries of the Environment of Paraná and Mato Grosso do Sul; IAT (Instituto Água e Terra); and IDR-Paraná (Instituto de Desenvolvimento Rural do Paraná) – IAPAR-EMATER.
Activities in 2024/2025	Presentation to the UST team and education secretariats; delivery of the Semeando o Verde kit: registration form, T-shirt, personalized button, and tree seedling; educational lectures; teacher orientation for the parody contest, with 3 finalists per school; online voting by UST employees to select the best parody per school; awards in schools; and promotion: poster, wallpaper, and posts on social media. For employees' children, a Planting Kit was delivered with crayons for coloring and an informational brochure, encouraging them to send in drawings made with their families.
Outcomes in 2024/2025	In 2024, the project covered 18 schools in 10 towns where UST operates. A total of 895 students and 3,945 children of employees participated. In total, 1,960 tree seedlings were distributed.



Check out all the winning parodies and learn more about the Project by watching the "Semeando o Verde UST" playlist on the UST YouTube channel:

Partnership

Usina Santa Terezinha reaffirms its commitment to combating arson. Therefore, as of August 2024, the Unidos Contra o Fogo reward, which was R\$3,000.00, was increased to R\$10,000.00.

Project	
Start	2019
Definition	An incentive for reporting arson in the sugarcane fields of Usina Santa Terezinha, contributing to the health and quality of life of the community.
Goal	To promote an operation to combat arson in UST sugarcane fields, using technology and offering a financial reward of R\$10,000.00 to anyone who provides concrete evidence (which will be verified) identifying the perpetrators.
Audience	Communities neighboring the production units.
Time frame	Crop year.
Activities	Monitoring systems using high-resolution cameras and drones, security teams with trained dogs, and vehicles for rural patrols. In addition, the project will be widely disseminated through various media outlets, including TV and radio, as well as through leaflets and posters.
Partnership	SP Segurança
Scope	Usina Santa Terezinha's sugarcane planting areas, located in Paraná.
Outcomes in the 2024/2025 crop year	Greater control and inhibition of fires in properties managed by Usina Santa Terezinha, contributing to preserving the surrounding fauna and flora, permanent preservation areas, agricultural properties, and towns close to the company's production units.

Tax Incentive [GRI 413-1]

In the 2024/2025 crop year, Usina Santa Terezinha held its first public call for artistic and cultural projects approved by the Culture Incentive Law (Rouanet Law), in partnership with the Instituto Cultural Ingá (ICI) for project selection, as ICI professionals possess expertise in this field. The initiative aims to democratize access to resources from tax breaks, promoting greater transparency and encouraging initiatives in the towns where the company operates.

In total, this year, UST allocated R\$3,145,000.00 in IRPJ (Corporate Income Tax) tax incentives to support cultural, artistic, sports, and para-sports projects. All of them are located in the Maringá/PR area.

Indigenous Peoples: Aldeia Cerrito

The Greenfield Usina Rio Paraná is located near Aldeia Cerrito (MS), an indigenous community with an estimated population of 580 people. In partnership with the city of Eldorado and Aldeia Cerrito, the company collaborates to maintain and perpetuate Indigenous culture, while contributing to initiatives that improve the local quality of life. In the 2024/2025 crop year, the Mbo'erro Tava Okara Rendy indigenous school was included in the Sowing the Green Project activities, which involved 12 4th-grade indigenous children, reinforcing UST's commitment to the socio-environmental education of indigenous children and the appreciation of their cultural identity.

Suppliers [GRI 2-6, 3-3 and 204-1]

In the 2024/2025 crop year, Usina had 2,957 suppliers of products and services, 99.8% of which were located in Brazil, with 52.35% being local suppliers from 98 municipalities in Paraná. This relationship reinforces the commitment to regional development and the creation of shared value.

The Procurement area acts strategically to promote sustainability in the company's value chain. With a focus on transparency, ethics, and generating shared value, we continually work to ensure that our purchasing practices align with the principles of social and environmental responsibility and corporate governance.

In line with the Shared Services Center (CSC) Board, among the improvements implemented, the updating of purchasing and service provider contracting procedures stands out. These updates aim to ensure that internal demands are met with quality, efficiency, and adequate cost, while also promoting standardization, continuous process improvement, and equity in relationships with suppliers.

In the 2024/2025 crop year, the Fábrica USTFert operation saw a 14% increase in foliar fertilizer production and a 55% reduction in pre-maturation fertilizer production compared to the previous cycle. The factory continues to add value to the business and significantly reduce costs in this product line.

The volume contracted in 2024/2025 was approximately R\$1.94 billion, highlighting the importance of the network of diverse suppliers

and strategic partners. All negotiations are conducted with transparency, avoiding practices such as abuse of power, harassment, conflicts of interest, and anti-competitive conduct, in strict compliance with current legislation.

We also reaffirm our requirement for social and environmental commitment from suppliers, who must comply with legal standards and best practices related to issues such as child labor, forced labor, discrimination, and the environment.

Agricultural partners

Agricultural partnership contracts for planting and cultivating sugarcane are signed with rural property owners under the terms of the Land Statute. The basis for setting sugarcane prices follows the guidelines of Consecana-PR (the Council of Sugarcane Producers of Paraná). Regarding the Agricultural Partnership, contracts are signed for a minimum term of five years; however, some contracts have terms of up to 20 years. In the 2024/2025 crop year, Usina Santa Terezinha had more than 2,601 contracts signed with agricultural partners, and for the 2025/2026 crop year, 2,603 contracts were signed.



Learn more about the
**UST Agricultural Partners
Meeting – 2025/2026 Harvest**
by watching the video on the
UST YouTube channel

Clients

The company prioritizes transparency, reliability, and product quality in its relationships with domestic and international customers. In the 2024/2025 crop year, 100% of the VHP sugar production sold went to the foreign market, and 100% of the ethanol production was sold in the domestic market, covering five states in the south, southeast, and central-west regions.

ENVIRONMENTAL MANAGEMENT

Usina Santa Terezinha is based on the premise of respecting the environment, valuing biodiversity and ecosystems, and incorporating technologies aimed at reducing the business's impact and preserving its reputation, thereby contributing to sustainable development. Corporate Environmental Management manages risks and ensures compliance with standards and legislation in the areas of water resources, energy, biodiversity, emissions, and waste management.

Environmental governance is composed of formal committees that meet periodically to discuss, analyze, implement measures, set goals, and promote sustainable practices throughout the organization, with the participation of a multidisciplinary team. The Operational SSMA Committee (composed of the Director, Managers, HR, and SSMA) analyzes environmental indicators monthly at Cluster meetings. The Environment Committee (composed of Environment and Leadership) is led by specific themes for compliance with environmental legislation and standardization, with quarterly meetings bringing together the industrial and agricultural departments. The organization's environmental agenda highlights the adjustments to comply with VIVE.

The harvest initiatives involved environmental dialogues held with the operation, expanding knowledge, and fostering a culture of sustainability. During Environment Week, pencils with seeds are handed out as an incentive for reforestation.



Seedling production and planting [\[GRI 3-3\]](#)

At Usina Santa Terezinha, practices for recovering degraded areas are a fundamental part of management, aimed at minimizing environmental impacts and maintaining biodiversity. For the 2024/2025 crop year, the global economic scenario led Usina Santa Terezinha to adapt to maintain its sustainable business. The company's own nurseries remained inactive, with planting taking place on demand, in Permanent Preservation Areas and Legal Reserves, which were monitored and tracked. A total of 5,055 native tree seedlings were planted in 12.32 hectares.

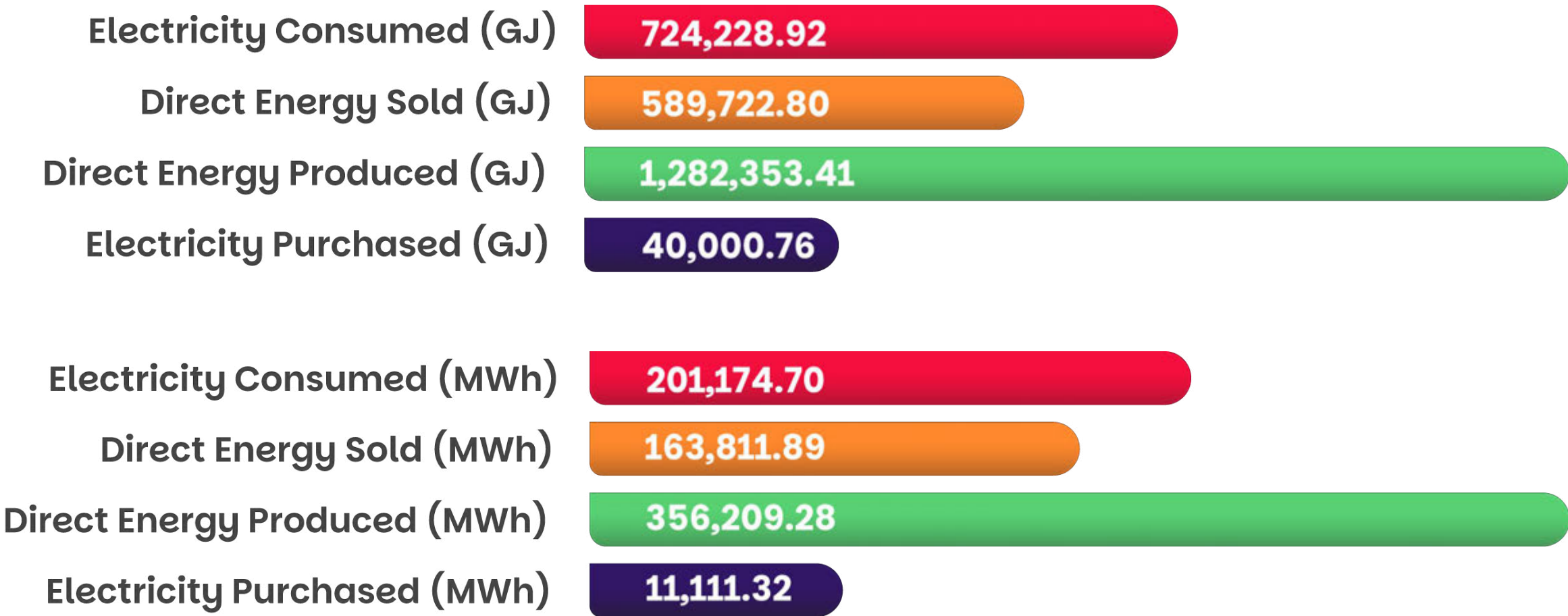
Renewable energy [\[GRI 3-3, 301-2 and 302-1\]](#)

Guided by the global trend of increasing renewable energy use, the company invests in technological innovation to produce bioelectricity through cogeneration, utilizing sugarcane bagasse, a byproduct of the milling process, as its raw material.

The electricity produced/sold from the industrial plants of Usina Santa Terezinha was obtained through the combustion of sugarcane bagasse (renewable source), and the energy purchased from third parties was from the SIN (National Interconnected System), predominantly from hydroelectric sources (renewable source), however, it can also be from thermoelectric sources (non-renewable source). For Usina Santa Terezinha, it is important to manage and create specific indicators to optimize energy consumption within the organization.

Electricity consumption [GRI 3-3 and 302-1]

The energy indicators for UST’s production units are: purchased electricity (MWh), direct energy produced (MWh), direct energy sold (MWh), and electricity consumed (MWh). It is important to note that electricity purchased from the local utility is necessary during the off-season and on days when production is halted due to weather conditions.



The total of 390.817,09 MWh of electricity sold corresponds to the annual electricity consumption of more than 153,000 households. The units that process sugarcane at Usina Santa Terezinha produce electricity from a source considered clean. The Paranacity, Terra Rica, Cidade Gaúcha, and Tapejara units sell their surplus.

Direct emissions (Scope 1) of greenhouse gases [GRI 3-3, 305-1 and 305-2] and indirect emissions (Scope 2) [GRI 305-2]

Usina de Açúcar Santa Terezinha Ltda. surveyed Scope 1 atmospheric emissions for the year 2024 through the GHG (Greenhouse Gas) Inventory at the Paranacity, Terra Rica, and Tapejara production units. The methodology used was provided by the GHG Protocol, with additions made as necessary to account for the peculiarities of the inventoried enterprise.

Units	Scope	Paranacity	Terra Rica	Tapejara
Total Emissions (tCO2e)	1	142,874.413	89,774.811	124,662.484
Total Emissions (tCO2 Biogenic)	1	754,110.099	352,452.518	579,725.927
Total Emissions (tCO2e)	2	140.894	59.527	85.724

Air [GRI 3-3 Air]

UST periodically conducts atmospheric measurements of boilers and analyzes the results in accordance with current environmental legislation. All results are reported annually to the state environmental agency. Negative results alter air quality and, as a form of mitigation, the company implements an action plan with a multidisciplinary team, which aims to maintain boiler improvements and control the quality of raw materials that interfere with atmospheric emissions. Boilers are monitored to verify the effectiveness of the actions taken.

The SSMA Policy has an approach related to Greenhouse Gases. UST operating procedures are mentioned and verified when, and if, UST does not meet the standards established by IAT, always guided by current legislation.

Water [GRI 3-3 Water]

Usina Santa Terezinha understands that water is an essential resource and makes rational use in its production processes, working with closed circuits that allow the use and reuse of water in the exhaust gas systems of boilers, condensers for sugar and ethanol production, cooling of must, vats, mill bearings, and generators, as well as the use of condensates for boilers. All of this is done to ensure responsible management of water resources. In addition, wastewater from cleaning processes and

other stages of industrial production is reused for fertigation.

In the 2024/2025 crop year, the production units in operation collected water from the underground aquifer through deep tubular wells and also collected surface water from watercourses located in rural areas. In total, there are 38 concessions for underground collection and 11 concessions for surface collection, authorized by the responsible agency, IAT (Water and Land Institute) of Paraná, which, when granting concessions, analyzes the impacts of water extraction in terms of water quantity and quality, as well as the impact on other users of the river basin.

When granting water rights, the environmental agency analyzes the potential adverse impacts on local communities and, where applicable, indigenous peoples. In critical areas, the request for water rights is rejected, prioritizing human supply and animal watering. Usina Santa Terezinha periodically monitors the conditions contained in the rights granted to the company.

The largest volumes of water collected come from surface water sources. Currently, all active production units have flow meters at industrial water collection points. In the 2024/2025 crop year, consumption was 0.61 m³/ton of crushed sugarcane.

Usina Santa Terezinha is committed to not collecting water in areas of high biodiversity value, i.e., in areas of primary forest (land with native species, where there is no clearly visible indication of human activity and ecological processes are not significantly disturbed), in areas designated by law or by the authorities for

nature protection purposes (Biological Reserve, Ecological Station, and National Park) and for integral protection, APA (Environmental Protection Area) and RPPN (Private Natural Heritage Reserve) for sustainable use. The mapping of these areas was conducted in biodiversity monitoring studies in 2018, commissioned by Usina Santa Terezinha at the Paranacity, Tapejara, and Terra Rica units, which are located within the Atlantic Forest biome. In addition to monitoring, the Biodiversity Monitoring Program aims to measure the environmental awareness of each employee who, upon sighting an animal in the areas under the control of Usina Santa Terezinha, sends a photograph, the species of the animal, and the location where it was sighted to the Environment department, making it possible to obtain indicators of the number of animals sighted per month and the number of animals sighted by classification: endangered, vulnerable to extinction, and not at risk.

Usina Santa Terezinha attends meetings of the River Basin Committees (CBH) and their Technical Chambers, which are forums created for groups to meet and discuss a common interest: water use in the basin. In Paraná, State Decree No. 9,130/2010 regulates the process of establishing CBHs and provides other measures, such as composition, powers, and operation. At the federal level, the integration between the states of Paraná and São Paulo, facilitated by the Paranapanema CBH, stands out. UST's effective participation in the CBHs keeps its knowledge up to date regarding the environmental impacts related to water resources and the current climate scenarios that each region faces, such as water crises. The CBHs have the authority to establish specific working groups to discuss various topics.

UST is a member of the following State Committees: Lower Ivaí and Paraná 1 River Basin Committee, Pirapó, Paranapanema 3, and Paranapanema 4 River Basin Committee (CBH Piraponema), Piquiri and Paraná 2 River Basin Committee, Upper Ivaí River Basin Committee, River Basin Committees; and in the Interstate Committee: Paranapanema River Basin Committee (CBH Paranapanema). [\[GRI 3-3, 301-1, 303-2 and 413-1\]](#)

Usina Santa Terezinha, which has a dedicated Environmental team, is committed to identifying and mitigating the environmental risks associated with sugarcane production and processing. [\[GRI 413-1\]](#)

The company has contracted software, through which leaders report all types of incidents arising from operations, including environmental events. The enterprise has a defined flowchart that surveys all environmental aspects arising from incidents. If there are impacts that affect the environment, community, and people, mitigating measures are implemented.

UST complies with the provisions of Law No. 12651/2012 regarding Permanent Preservation Areas. When intervention is necessary to improve the Units' water collection, requests for Environmental Authorization are made to the Water and Land Institute (IAT). An example of this is the authorization for desilting the surface water collection of Ribeirão Fundo in the Paranacity Unit in the 2024/2025 crop year.

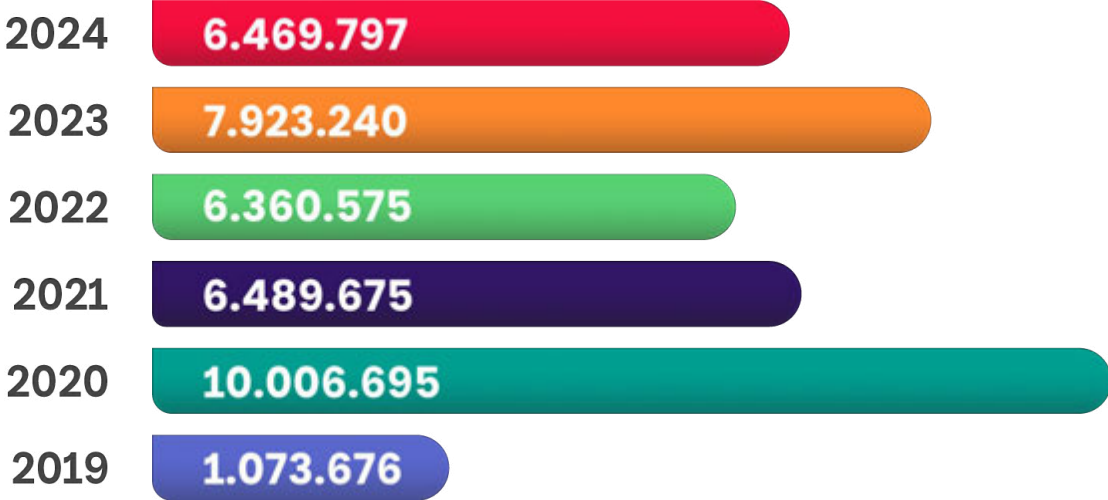
Soil [\[GRI 3-3 Soil\]](#)
Good practices in soil use and conservation are fundamental to guarantee the longevity and productivity of sugarcane fields, besides contributing to the sustainability of the ecosystem in which they are located. Therefore, Usina Santa Terezinha uses precision farming systems in all production units. UST is committed to the sustainability of sugarcane fields, where actions have been defined to ensure soil health. These include investments in technology and the use of uncrewed aerial vehicles to conduct surveys that prevent soil damage, in addition to creating erosion susceptibility maps, performing slope analysis, and analyzing flood flow.

Deep, bedded soil preparation promotes decompaction, reduces operating costs, and enables the application of fertilizers and other inputs only to the planting rows. During the planting stage, the company utilizes EMAE (Mechanical Anti-Erosion Efficiency), a systematization and layout technique that focuses on soil conservation and erosion risk reduction through the elimination of terraces. This measure enables greater water infiltration into the soil.

Sustainable management [\[GRI 3-3\]](#)
Since 1987, Usina Santa Terezinha has minimized the use of agrochemical pesticides by employing biological control of the sugarcane borer *Diatraeasaccharalis*, utilizing the parasitoid *Cotesia flavipes*. In the 2024/2025 crop year, it had its own Cotesia production laboratory, located at the Iguatemi unit, where the borer (host) and the wasp (parasitoid *Cotesia flavipes*) are produced. The company maintained the centralization of operations, which began in January 2021, in an effort to further optimize its activities. In the 2024/2025 crop year, 431,320

cups of wasps were released, totaling 6,469,797 Cotesia masses, a total of 539,150 masses released per month, in areas of infestation affected by the borer and defined based on the CTC methodology (Sugarcane Technology Center). 100% of them were produced in two internal laboratories at UST.

Annual Production



Biological Control

In the 2024/2025 crop year, 431,320 wasp cups were released, totaling 6,469,797 Cotesia masses, covering an area of 76,958 hectares. That means UST stopped applying insecticides on 86,634 hectares, proving that biological control is an increasingly common practice at the UST Group.

Waste and materials [\[GRI 2-23, 3-3 and 306-3\]](#)

As part of responsible environmental management, the company monitors the disposal of solid waste, which is reincorporated into production processes or disposed of appropriately according to its type and nature. The most significant waste from the production process, in terms of relevance and quantity generated, is: sugarcane bagasse, from the milling of sugarcane; filter cake, from the cleaning of sugarcane juice; vinasse, from the distillation of ethanol; ash from cleaning boiler exhaust gases; and soil from cane reception, from cleaning the feeding table and/or cleaning the cane. In the 2024/2025 crop year, industrial plants generated the following amounts of waste:

Product	Measurement Unit	Quantity	Classification	Disposal
Sugarcane bagasse	Ton	2,976,919.00	Non-hazardous waste.	Burning in biomass boilers.
Filter cake	Ton	375,706.48	Non-hazardous waste.	Incorporation into soil.
Vinasse	Liter	2,344,688,501.00	Non-hazardous waste.	Fertigation.
Boiler ashes	Ton	131,763.95	Non-hazardous waste.	Incorporation into soil.
Sugarcane reception soil	Ton	24,848.71	Non-hazardous waste.	Incorporation into soil.

Other solid wastes arising from the production process undergo selective collection. Recyclables are sold to companies qualified and licensed by the environmental agency. Waste – Class I (hazardous) solid waste and Class II (non-hazardous) solid waste – is sent to an industrial landfill licensed by the IAT (Water and Land Institute).

Materials used by weight and volume

[\[GRI 3-3 and 301-1\]](#)

In terms of materials, sugarcane stands out due to the large quantities used, as it is a renewable raw material essential to the production process. The inputs presented in the table were selected based on their relevance to the production process. Solid sulfur is used to produce sulfur dioxide (SO2) in the sulfitation process of sugarcane juice. Its main objectives are to inhibit reactions that cause color formation, colloid coagulation, and calcium sulfite formation, and to reduce the viscosity of the juice and, consequently, that of the syrup, cooked masses, and honeys, which facilitate evaporation and cooking operations. Lime/clarisin is used in the liming stage to raise the pH of the juice to a range of 6.8 to 7.2, thereby reducing scaling in the evaporators and promoting the decantation of impurities. Sulfuric acid is used in the ethanol manufacturing stage to treat the yeast in an acidic medium (disinfection). Caustic soda is used to correct the pH in the treatment of boiler water, in the cleaning of distillation columns, and in the interior of the evaporator and cooker calender piping. Usina Santa Terezinha utilizes these inputs judiciously, aiming to optimize the sugar and ethanol production process, which is managed by the technical staff through daily monitoring of key indicators. [\[GRI 3-3\]](#)

Raw material and inputs

Specific consumption

Item	Total
Sulfuric acid (kg)	1,518,840.61
Sulfuric acid indicator (g/l ethanol)	47.86
Caustic Soda (kg) (liquid divided by 2)	135,828.02
Caustic soda indicator (g/t sugarcane)	83.00
Sulfur (kg)	463,091.00
Sulfurindicator (g/sc sugar)	154.03
Virgin lime + Dolomitic Clarisine (tons)	8,582.31
Virgin Lime + Dolomitic Clarisine Indicator (g/ton sugarcane)	5,460.26

TOTAL INVESTMENTS AND EXPENSES WITH ENVIRONMENTAL PROTECTION IN REAIS [GRI 3-3]

During the 2024/2025 crop year, Usina Santa Terezinha invested R\$21,614,636.88 in environmental protection. The procedure included the following measures:

Measures	2024/2025
Monitoring of fixed sources	R\$ 89,115.88
Final disposal of solid waste	R\$ 465,050.00
Soil conservation with contour lines/erosion control/soil preparation	R\$ 21,060,471.00
TOTAL	R\$ 21,614,636.88

Environmental Responsibility [GRI 3-3, 2-23, 2-28, 301-2 and 306-3]

Usina Santa Terezinha has an environmental responsibility to properly dispose of and recycle all packaging used for agricultural inputs in its operations. To this end, UST is associated with Adita (Association of Agricultural Input and Technology Distributors) in Paraná, where, as a means of protecting the environment, empty pesticide packaging is collected and transformed into artifacts for civil construction and other segments. Approximately 168,771 kilograms of agrochemical packaging were collected at Usina Santa Terezinha during the 2024/2025 crop year.

The Usina Rio Paraná greenfield, located in Eldorado - MS, which belongs to the UST Centro cluster, is associated with Aranav (Naviraí Agrochemical Resellers Association). The association's goal is to ensure the correct disposal of agrochemical packaging. In the 2024/2025 crop year, 3,496 units of rigid packaging and 184 kg of pesticide bags were sent for recycling.

Usina Santa Terezinha maintains effective control over the packages that go out to the agricultural pesticide application fronts in the fields and the respective return of empty and triple-washed packaging.

ECONOMIC AND FINANCIAL MANAGEMENT

[GRI 3-3 and 201-1]

Financial results: April 1st, 2024 to March 31st, 2025 [GRI 2-6]

Usina Santa Terezinha, through its production of sugar, ethanol, and biomass energy, achieved Net Operating Revenue of R\$3,710,365 (R\$/thousand) in March 2025, generating an EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortization) of R\$1,922,258 (R\$/thousand), equivalent to 51.81% of its Net Operating Revenue. Adjusted EBITDA reached R\$1,790,493 (R\$/thousand), equivalent to 48.26% of Net Operating Revenue.

(In thousands of Reais)	12M 2024	12M 2023	Variation* %
	April/2024 - March/2025	April/2023 - March/2024	
Gross Sales Revenue	3,824,235	3,451,989	10.78%
Foreign market	3,161,092	2,636,040	19.92%
Internal market	663,143	815,950	-18.73%
Net Operating Revenue	3,710,365	3,361,060	10.39%
Gross Profit	1,549,838	1,206,763	28.43%
Net Profit	429,792	445,489	-3.52%
Ebitda	1,922,258	1,394,878	37.81%
EBITDA Margin	51.81%	41.50%	24.83%
Adjusted EBITDA	1,790,493	1,976,159	-9.48%
Adjusted EBITDA Margin	48.26%	58.85%	-18.00%
Net Margin	11.58%	13.25%	12.61%
Taxes paid	89.084	19.012	368.57%

* Numbers from Usina Santa Terezinha, audited by PwC.

Value Added Statement [GRI 201-1]

(In thousands of Reais)	April/2023 - March/2024	April/2024 - March/2025
1- Direct Economic Value Generated	1,738,240	1,549,628
2- Economic Value Distributed	1,738,240	1,549,628
2.1) Salaries and Benefits	546,568	596,029
2.2) Taxes, Fees, and Contributions	280,394	216,220
2.3) Remuneration of Third-Party Capital	425,994	307,587
3- Economic Value Retained	485,284	429,792

Sugarcane planting

During the 2024/2025 crop year, UST cultivated 46,000 hectares (ha), with a total investment of R\$711 million, applying the best agronomic practices in nutrition, weed control, disease management, and pest control. Priority was given to expanding organic fertilization through the use of localized vinasse, organic compost (cake + ash), and chicken litter. Due to unfavorable weather conditions, there was a 5% reduction in milling volume.

Employee compensation in reais

The table illustrates the evolution of payroll expenses over the past two years, which is directly related to production volume. The gradual mechanization of sugarcane planting and harvesting has reduced the demand for predominantly manual jobs, while increasing the demand for more skilled positions.

Areas	Amount		Compensation Average	
	2023/2024	2024/2025	2023/2024	2024/2025
Industrial	R\$ 61,661,993.31	R\$ 65,426,437.00	R\$ 4,449.18	R\$ 4,547.27
Agricultural	R\$ 251,190,273.65	R\$ 281,943,249.67	R\$ 3,171.45	R\$ 3,513.30
Rural	R\$ 8,519,769.38	R\$ 12,233,518.55	R\$ 1,867.84	R\$ 2,390.68
Corporate	R\$ 44,660,925.61	R\$ 49,540,302.18	R\$ 4,027.70	R\$ 4,081.22
Logistics	R\$ 5,494,886.97	R\$ 6,634,197.48	R\$ 3,818.64	R\$ 4,287.40
Total	R\$ 371,527,848.92	R\$ 415,777,704.88	R\$ 3,466.96	R\$ 3,763.98

INNOVATION FOR GREATER PRODUCTIVITY AND
QUALITY IN OPERATIONS [GRI 3-3]

In the 2024/2025 crop year, the structure of the Agro-industrial Planning Management remained unchanged, covering the areas of Agricultural Control, Information Management, Agro-industrial Performance, and the Agricultural Intelligence Center, providing greater adherence to operational premises with the implementation of:

- Planning and execution of agricultural operations with Service Orders;
- Validation of the sequence of operations, and Non-Compliance Report in case of inconsistency;
- Automation of the process of issuing Agronomic Prescriptions and ART (Annotation of Technical Responsibility);
- Opening of operations to be carried out in ranges related to the ideal execution period;
- Recertification of production units in Renovabio for the issuance of CBIOS (Decarbonization Credits);
- Internal benchmark reports (between units).



The CIA (Agricultural Intelligence Center) works in Traffic Control, Fleet and Fire Monitoring, Documentation, and Operational Training, constantly monitoring the progress of agricultural operations at Usina Santa Terezinha. Standardized dashboards are sent to managers and other employees, enabling performance improvements, cost reductions, and quality increases at each stage of the subprocesses. These dashboards highlight productive times, operational yields, and the impact on goal achievement.

The CIA also monitors light vehicles, utilizing on-board computers and a dynamic transshipment dispatch system to prevent incidents and optimize fleet utilization during the mechanized harvest loading cycle. That measure reduces time losses, considering the time required for loading. In addition, the CIA monitors the use of autopilots and provides field data that assists in managing agricultural processes, generating dashboards with yield indicators that support operational decision-making and improve deliveries to meet predefined goals and work plans.

The CIA is responsible for the collective transportation of employees from industrial and field units, maximizing the use of infrastructure by interleaving schedules, reducing fixed costs,

and implementing strategies for the efficient use of fleets in transporting multi-operational employees. This ensures compliance with current legislation regarding the transportation of cargo and passengers.

During the 2024/2025 crop year, fatigue monitoring was implemented in trucks transporting sugarcane, vinasse, planks, and truck trains, with the aim of taking preventive action to reduce accidents, achieving satisfactory results for safe operation.

Due to operational demands, job changes, new hires, and internal operational safety routines, CIA instructors are responsible for sharing knowledge and improving the operational skills of employees in various positions/roles, thereby raising the qualifications of operators and drivers.

In the 2024/2025 crop year, awareness campaigns and fire monitoring at all units enabled the mitigation of crop damage resulting from arson in areas with sugarcane/stubble/sprouts, which affected approximately 8,565 hectares (areas with sugarcane) as well as Permanent Preservation Areas (PPAs) and Legal Reserves.



GEO (Agricultural Geotechnology)

The Geotechnology department works to improve operations at Usina Santa Terezinha through initiatives that contribute to maximizing production and supporting informed decision-making, resulting in more efficient agricultural operations. In the 2024/2025 crop year, only implementations aimed at improving the use of technologies reported in the 2022/2023 and 2023/2024 crop years were undertaken.



In the 2021/2022 crop year, a foliar fertilizer manufacturing unit was installed at one of Usina Santa Terezinha's facilities to supply the demand of all the group's units. The purpose of the installation was to optimize the efficiency of mineral and biological nutrients used for foliar nutrition. Among the inputs used, yeast stands out, providing organic compounds and amino acids essential for the development of sugarcane.

This factory is responsible for the entire production of the foliar fertilizer used in all operations of the Usina Santa Terezinha Group, with activities scheduled between October and April. The entire production process is conducted

by internal teams, while the units themselves handle loading and transportation logistics to the consumer units. The fertilizer is formulated with a combination of macronutrients, micronutrients, and concentrated yeast, showing significant results in increasing the productivity of sugarcane crops.

UST Sugarcane Seedlings Production Center

Since the 2020/2021 harvest, with a focus on the sustainability of MPB (Pre-Sprouted Seedlings) production, Usina Santa Terezinha incorporates filter cake, a byproduct of sugar production, into 50% of the substrate composition used, promoting greater vegetative vigor, plant health, and cost reduction. In addition, the company adopted the use of a Trichoderma-based biological fungicide when planting the buds, ensuring protection against unwanted fungi during germination and eliminating the need for chemical fungicides in the production process.

Starting with the 2021/2022 harvest, the use of Azospirillum bacteria was introduced to stimulate seedling growth, also contributing to biological nitrogen fixation. In the 2022/2023 crop year, the Sugarcane Seedling Production Center produced more than 11.5 million seedlings. In the 2023/2024 harvest, production reached 12.5 million seedlings, all with traceable genetic origin and disease-free. In the 2024/2025 harvest, production remained at 12.5 million seedlings.

The materials produced correspond to the most promising varieties in all sugarcane areas served by UST. These varieties are being introduced in the area covered by Usina Santa Terezinha for performance evaluation purposes. All material produced is sent monthly to the seven production units, where it is planted and

monitored; those with the best performance are then multiplied.



The Top Cana agricultural quality program focuses on the production processes within the operational area, ensuring that the company's operations adhere to the methodologies outlined in the work instructions. A total of 38 indicators are included, distributed across the training, crop management, and harvesting sectors.



The UST Cup is an internal marketing initiative for employees that promotes healthy competition between departments, strengthening the four main pillars of the company's agro-industrial area: Safety, Performance, Quality, and Cost.

The competition takes place in three shifts and an accumulated period. After the completion of each shift, prizes are distributed to the best harvest fronts in conventional spacing, alternate spacing, and to the three best sugarcane drivers in each unit. At the end of the cumulative period, which covers the months of January to November, points are calculated based on indicators and qualifiers for each area to determine the champions.

In the 2024/2025 harvest, the event to celebrate the results and award prizes took place in Maringá - PR, bringing together 1,340 people. The sum of all the prizes awarded to the winning employees resulted in the distribution of more than 1,500 gifts and prizes, including 164 television sets. Below is a list of the units by area/ process and winning fronts, in the accumulated period, and by shift:

Unit	Area/ Process/ Front	Achievement
Paranacity	Training	General champion
Cidade Gaúcha	Treatments	General champion
Paranacity	Automotive	General champion
Paranacity	Industry	General champion
Iguatemi	Support	General champion
Iguatemi - F1	Harvest Front	General champion



Find out more about the **UST Cup - 2024/2025 crop year** by watching the video on the **UST -YouTube channel**

Localized vinasse application

Usina Santa Terezinha has completed the Localized Vinasse Application project on its sugarcane fields at its seven production units. The goal is to boost productivity, reduce costs, and make less use of mineral fertilizers. In addition to the benefits of using vinasse as a mineral source, there is also an improvement in soil organic matter and, consequently, soil microbiology. In addition to the targeted and rational use of vinasse in the sugarcane line, it is also possible to carry out all the fertilization necessary for the crop. In some cases, vinasse is enriched with nitrogen from a mineral source.



In the 2024/2025 crop year, facilities for the production of entomopathogenic fungi and bacteria were expanded, with the aim of using them in crops to control pests, improve plant health, and promote plant development. Through partnerships with research institutes and technology supply companies, production of the strains of fungi *Beauveria Bassiana*, *Mearhizium Anisopliae*, *Trichoderma Harzianum*, *Isaria Fumoso rosea*, as well as the production of bacteria *Azospirillum*, *Bacillus Subtilis*, *Bacillus Licheniformis*, and *Bacillus Megaterium*, is made for exclusive application in Usina Santa Terezinha's own crops.

Consulting

Currently, Usina Santa Terezinha has various technical consultants to support and guide the implementation of best agricultural practices. There is a team of consultants dedicated to each specific area of activity.

Production of Pre-Sprouted Seedlings (MPB):

management of the output of pre-sprouted sugarcane seedlings at UST Sugarcane Seedling Production Center.

Soil Conservation: support in soil conservation strategies, implementation operations, and management strategies.

Nutrition and Fertility: direction of management strategies in nutrition and fertility, support for new projects, follow-up on operation execution, experimentation in the units, and training.

Pest Management: description of all pest protocols for sugarcane control, training of teams to carry out monitoring and experimentation in the units.

Physiology and Diseases: support in the areas of sugarcane physiology, monitoring and identification of diseases, and support in the description of internal protocols.

Weed Management: validation of products used for weed control, monitoring of equipment, sizing, and experimentation.

Harvest Operations: supporting the follow-up of the CTT (Cutting, Transshipment, and Transportation) teams, field training, and sizing of structures.

Application Technology: support in defining the best application quality technologies, field training, and sizing of structures.

Varietal Management - Research Institutes

CTC (Sugarcane Technology Center), IAC (Campinas Agronomic Institute), and Ridesa (Interuniversity Network for the Development of the Sugar and Alcohol Sector), Nuseed (Energy Sugarcane Varieties), and Boyd (Foreign Varieties): Experimental centers at mills, support with the exchange of new materials, dissemination of internal work, and varietal fields at mills.

Rain Induction (ModClima): partnership with ModClima to apply rain induction technology in sugarcane regions during critical periods of drought. The action aims to mitigate the effects of water stress in a sustainable manner, using climate modeling and strategic aerial interventions. The technology contributes to water security, agricultural resilience, and the protection of productivity in the face of climate change.

Soil Conditioner (Microgeo): use of the Microgeo bio-input in sugarcane areas to regenerate soil biota. The practice promotes increased microbial biodiversity, improves soil physical structure, and reduces dependence on mineral fertilizers. The initiative directly contributes to regenerative agriculture, the sustainability of production systems, and enhanced soil health.

Implementation of the Cropwise Digital Platform (Syngenta): use of the Cropwise digital platform as a precision agriculture tool for pest management. The system enables real-time georeferenced mapping, the issuance of alerts, and increased accuracy in pesticide applications. The initiative enhances the rational use of inputs, mitigates environmental risks, and promotes the sustainability of phytosanitary control.

Aerial Application of *Cotesia flavipes* via Drones for Biological Control of the Sugarcane Borer: use of agricultural drones for the aerial release of *Cotesia flavipes*, a natural parasitoid of the sugarcane borer (*Diatraea saccharalis*), as a large-scale biological control strategy. The automated operation allows for uniform coverage, increased release efficiency, and reduced operational effort compared to the traditional manual method. The initiative strengthens integrated pest management in sugarcane fields.

Use of Chicken Manure as an Organic Source of Nutrients in Sugarcane Fertilization: use of chicken manure as an alternative source of macro and micronutrients for sugarcane fertilization. The initiative aimed to partially replace conventional mineral fertilizers by utilizing organic waste with high agronomic value. Applications were made in selected areas, with defined doses, operational adjustments, and monitoring of the effects on soil fertility and agricultural productivity. The measure contributes to closing production cycles, reducing dependence on chemical inputs, and strengthening regenerative agriculture practices, with a positive impact on soil health and the sustainability of the production system.

Precision Aerial Application with Drones for Weed, Pest, and Disease Control: use of agricultural drones as a tool for localized application of pesticides in sugarcane cultivation, with a focus on broadleaf weed control and targeted pest and disease control. This technology has yielded significant improvements in precision, reducing losses due to drift and environmental factors. Flight protocols and specific calibrations have been developed for different biological targets, promoting the rational use of inputs and contributing to crop sustainability.

GeoApis: strategic partnership with GeoApis, an innovative startup dedicated to preventing bee mortality and promoting biodiversity, to strengthen the coexistence between agricultural production and beekeeping in sugarcane areas. The initiative includes:

- Georeferencing of apiaries via an app with automatic spraying alerts, preventing accidental impacts on hives.
- Environmental education and the establishment of collaborative networks between agribusiness and beekeepers, promoting ESG practices integrated into the productive environment.

This initiative strengthens biological diversity, protects pollinators essential to the agricultural ecosystem, and incorporates participatory governance and social and environmental responsibility practices into the sugarcane production model.

Funpar (Federal University of Paraná Foundation)

Usina Santa Terezinha also invests in PGMCA (Research Program for the Genetic Improvement of Sugarcane), a project of Ridesa (Inter-University Network for the Development of the Sugar-Energy Sector), which conducts research, teaching, extension, and technological development activities aimed at experimentation, management, reproduction, and dissemination of sugarcane varieties. This investment is made through Funpar (Federal University of Paraná Foundation), which contributes to the development of human capital, specifically the training of masters, doctors, and postdoctors. In addition to Funpar, Usina Santa Terezinha has invested in Fundag (Agricultural Research Support Foundation) and CTC (Sugarcane Technology Center).

Investment	2023/2024	2024/2025	Total
Funpar (Paraná Federal University Foundation)	R\$ 2,565,787.57	R\$ 2,632,837.56	R\$ 5,198,625.13
Fundag (Agricultural Research Support Foundation)	R\$ -	R\$ 322,543.32	R\$ 322,543.32
CTC (Sugarcane Technology Center) *	R\$ 16,557,242.22	R\$ 23,738,881.87	R\$ 40,296,124.09

* Refers to payment of royalties for sugarcane varieties.

GRI CONTENT, GLOBAL COMPACT, SDGS (SUSTAINABLE DEVELOPMENT GOALS) SUMMARY AND PREPARATION BASIS

INTRODUCTION

This document serves as a basis for preparing the Usina Santa Terezinha Report, guiding and facilitating responses to the organization's sustainability indices. It details the limitations and assumptions considered in the reporting process, while also increasing transparency in reporting information and enhancing credibility for stakeholders.

Usina de Açúcar Santa Terezinha Ltda. is a privately held Brazilian company with operations in the sugar and energy sector and leading positions in the “Sugar” and “Agroenergy” categories. The limited assurance is performed independently by PwC. It covers a sample of indicators from the GRI (Global Reporting Initiative) methodology – Core Option, which is correlated with the Principles of the Global Compact and the SDGs (Sustainable Development Goals), as listed in the Summary of this Report.

ORGANIZATIONAL LIMITS AND EXCEPTIONS IN THE REPORTING SCOPE

The data reported corresponds to the 2024/2025 crop year and includes all the units of Usina de Açúcar Santa Terezinha Ltda. and its subsidiaries: Usaciga Açúcar, Álcool e Energia Elétrica S/A, and Usina Rio Paraná S/A:

- Production units with active agro-industrial operations.
- Production units with suspended agro-industrial operations.
- Logistics units.
- Administrative office, aka Corporate.

ACCOUNTING INFORMATION, CURRENCIES, AND CONVERSIONS

The accounting information published in the Report was compared by the company with the information available in the Financial Statements for the same period, which were audited by an independent third party, PwC Brasil. The functional and presentation currency is the Brazilian Real (R\$).

REPORTING SYSTEMS

The information gathered for the report included interviews with the leaders of Usina Santa Terezinha and access to evidence (documents and reports issued from own or contracted systems) produced during the 2024/2025 crop year. In addition, the processes for securing information were demonstrated by the responsible areas in interviews conducted in person at the Corporate Office and the Paranacity, Iguatemi, and Tapejara Units. The indicator notebook contains consolidated information from the company. Quantitative data is managed by operational areas through information technology systems and records, which are based on manual controls. The criteria and exceptions are described in the Preparation Base when applicable.

DETAILS OF REPORTING CRITERIA

The table below provides details on the criteria and assumptions adopted for measuring and consolidating information. It should be used as a supplementary reference to the Usina Santa Terezinha Sustainability Report, to provide clarity in data reporting. Usina Santa Terezinha reported compliance with GRI Standards 1: Foundation 2021 for the period from April 2024 to March 2025.

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
GRI 2: General Disclosures 2021						
2-1 Organizational details	-	-	16	UST – Usina Santa Terezinha is the trade name of the company Usina de Açúcar Santa Terezinha Ltda.	-	-
2-2 Entities included in the organization’s sustainability reporting	-	10	16	Informationfrom Usina de Açúcar Santa Terezinha Ltda. and its affiliates: Usaciga Açúcar, Álcool e Energia Elétrica S/A, and Usina Rio Paraná S/A. Please note that data from privately held companies is being reported without the need for minority interests. UST has operational control of its affiliates.	-	X
2-3 Reporting period, frequency and contact point	-	-	16	This report was published on November 27, 2025.	-	-
2-4 Restatements of information	-	-	16	The text of the formula used to calculate the turnover rate for GRI indicator 401-1 has been adjusted to reflect that the number of employees considered always refers to the current month (and not the previous month).	-	X
2-5 External assurance	-	-	16	The sustainability information has been assured by PwC, as per the Assurance Report on page 95. That practice is requested by the company’s leadership and is one of the annual goals of those responsible for developing the report. External and independent verification keeps Usina Santa Terezinha up to date with the best accountability practices in the market.	-	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
2-6 Activities, value chain and other business relationships	-	-	8 and 16	The organization's downstream entities and their activities are the responsibility of the company's Logistics area, comprising Logistics Maringá/PR and Logistics Paranaguá/PR.	<p>The company operates in the sugar and ethanol segment, and the relevant business relationships are those interactions that directly impact its operations and profitability, which are interlinked in the production of sugarcane (raw material).</p> <p>The raw material is processed and transformed into VHP (Very High Polarization) sugar, ethanol (anhydrous and hydrated), and electricity. Electricity is generated by burning bagasse (residue from the production process). All units during the harvest period, except for scheduled shutdowns or rain, are self-sufficient in electricity generation.</p> <p>For sugarcane production, the company-managed areas are either owned by the company or by its agricultural partners. After the sugarcane is processed, the products are sold.</p> <p>All VHP sugar is sold as a commodity to the foreign market, while ethanol, both anhydrous and hydrous, is sold to the domestic and foreign markets. During the harvest season, the Paranacity, Terra Rica, Cidade Gaúcha, and Tapejara Units sell surplus energy through the ACR (Regulated Contracting Environment) and ACL (Free Contracting Environment).</p> <p>The accounting of employees considers CLT (Consolidation of Labor Laws) employees, young apprentices, and directors, with the exception of board members. UST's operations include all production units, both dormant and active, such as Iguatemi, Paranacity, Terra Rica, Rondon, São Tomé, Cidade Gaúcha, Ivaté, Umuarama, Tapejara, Moreira Sales, and Usina Rio Paraná, in addition to the Corporate and Logistics units (Maringá and Paranaguá). All the products generated by UST are considered part of the company's portfolio.</p> <p>The supply chain comprises companies responsible for supplying goods and services to agro-industrial and corporate operations, including equipment, materials, and other necessities. The Supplies area, centralized in Corporate, manages all purchase requests and service contracts, following internal guidelines.</p> <p>The corporate structure of Usina Santa Terezinha was changed, resulting in the creation of the position of vice president. Significant changes in the organization and in</p>	-

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
2-6 Atividades, cadeia de valor e outras relações de negócios	-	-	8 and 16	The organization's downstream entities and their activities are the responsibility of the company's Logistics area, comprising Logistics Maringá/PR and Logistics Paranaguá/PR.	the supply chain that impact the company's governance are considered in the reporting period of the Report, which reflects information updated as of the date of publication.	-
2-7 Employees	-	6	-	The employees work in units located in two regions: South (Paraná) and Central-West (Mato Grosso do Sul).	Usina Santa Terezinha's Human Resources department, comprised of employees from our operational units and our Corporate department, consolidates information on Recruitment & Selection, Training & Development, Remuneration & Benefits, and Social Assistance. The data is extracted from Sistema Sol, developed internally and used within the company. We refer to all staff hired by us as employees: CLT (Consolidation of Labor Laws), young apprentices, and directors, except for board members. Only the young apprentices are part-time employees, while the employees and directors are full-time employees and work in CLT. Third-party employees are not included in the reporting of this indicator. It is worth noting that most outsourced workers are hired to assist with harvesting and perform specific tasks within the operation.	X
2-8 Workers who are not employees	-	-	-	All outsourced workers work full-time.	Significant fluctuations are variations in outsourced workers that may occur between harvests. Outsourced workers vary according to each area's management planning.	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
2-9 Governance structure and composition	Unavailable/ Incomplete Information: Regarding the number of other important positions and commitments of each member, the information is unavailable. This will be collected for reporting in the next document.	1, 2, 3, 4, 5, 6, 7, 8, 9 and 10	-	The Board of Directors has three committees: Finance, Audit and Risk Committee; Agroindustrial Efficiency and Innovation Committee; and People Management and Compensation Committee. The structure is non-executive and dependent, with a four-year term of office, composed of men elected by the shareholders. All have proven experience in the sugar and ethanol sector, such as people management, industrial and/or agricultural process management, accounting/ financial knowledge, and strategic management.	The governance structure report refers to November 2025, as the company believes that this information must be current as of the date of publication of the Report. All members are full members, and the term of office for the reported composition is three years, ending in 2027.	-
2-10 Nomination and selection of the highest governance body	-	-	-	The appointment and selection processes for the highest governance body and its committees are the responsibility of the company's shareholders. The criteria adopted by the shareholders are independent and consider experience in senior management positions in the agro-industrial segment. Diversity criteria are not considered, and stakeholder opinions are not taken into account in shareholder decisions.	-	-

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
2-11 Chair of the highest governance body	-	-	-	The company's president is a statutory executive director. The period considered for reporting on the president's term of office: status on the publication date of the current Report (November 2025).	-	-
2-12 Role of the highest governance body in overseeing the management of impacts	Not applicable: Impacts are communicated to the highest body as required, and there is no history of this information.	-	16	The roles of the highest governance body and senior executives are governed by the company's bylaws. Details about the stakeholder consultation are mentioned throughout the Report. The Board of Directors, comprising the company's directors, participates in assessments and directs the actions to be taken. Subsequently, any severe negative impacts are brought to the attention of the Board of Directors for deliberation. Effectiveness is understood as the analysis of the positive and negative impacts of risk management processes.	-	-
2-13 Delegation of responsibility for managing impacts	-	-	16	Impact Management is the responsibility of the company's Vice President. Management meetings are held weekly with leaders. Issues are brought to the Executive Board (comprising C-level directors, as per the structure outlined in the report) and the Administrative Board, as needed or requested, with no record of frequency.	-	-
2-14 Role of the highest governance body in sustainability reporting	-	-	16	6, 9, 23	-	-

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
2-15 Conflicts of interest	Confidentiality restrictions Item “b” reporting conflicts of interest: Information will not be reported due to confidentiality reasons.	-	16	Relevant matters that impact the company’s costs, operations, or image are handled by the Board of Directors (comprising C-level executives, as per the structure outlined in the report), the Board Committees, which discuss these matters, and subsequently, for deliberation and recommendation,by the Administrative Board.	We understand conflict of interest to be the definition described in the company’s Code of Conduct, namely: it is considered a conflict of interest to offer or receive services or proposals for competitors concerning the company’s knowledge and methodology, as well as to reward/give gifts to suppliers, service providers, clients, civil servants, and press professionals in order to encourage business.	X
2-16 Communication of critical concerns	Unavailable/ Incomplete Information: There is no tracking of the number of crucial concerns, as there is no formal management of this information. Concerns reach the highest governance body through the operation itself or corporate support areas and are addressed by the Board of Directors (C-level directors, as per the structure outlined in the report) or the Administrative Board.	-	16	6, 9, 24, 25	Critical concerns are those that are directly related to the business and can significantly impact the company’s operations.	X
2-17 Collective knowledge of the highest governance body	-	-	16	24, 25	-	-

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
2-18 Evaluation of the performance of the highest governance body	-	-	16	There was no Performance Assessment for the top governance body in the 2024/2025 crop year. The Board of Directors comprises representatives of the shareholder holding companies, which is why there is no performance evaluation and no plans to implement this type of instrument.	-	-
2-19 Remuneration policies	Not applicable: Remuneration for positions on the highest management body is defined at the Shareholders' Meeting and does not apply to items i to v.	-	16	The process of developing compensation policies is carried out by the Internal Committees and the Human Resources Committee - Board. Compensation is determined through salary surveys and market practices. Usina Santa Terezinha's Remuneration Policy was updated and published in March 2022. This Policy is revised when necessary. The current Compensation Policy covers only employees in operational, administrative, tactical administrative, management, and strategic management positions. Additionally, for executives who are part of the Executive Board, as well as management and supervisory levels, there is a bonus program aligned with the market. It does not include the Board of Directors, as Directors receive pro-labore in an amount defined at the Shareholders' Meeting.	-	-

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
2-20 Process to determine remuneration	Not applicable: There is currently no deliberation procedure before the CAD approves the remuneration policy. This matter is resolved by the C-level Executive Board.	3, 4, 5 and 6	5 and 10	For item “a” (iii), the Human Resources team conducts salary research, presents potential adjustments to the Board (C-level directors, according to the structure mentioned in the report), and then this is presented to the People Management and Compensation Committee, linked to the CAD.	For this indicator, both fixed and variable compensation are taken into account. Stakeholder group that determines compensation: UST senior management.	-
2-21 Annual total compensation ratio	Confidentiality restrictions Information will not be reported due to confidentiality reasons.	-	-	-	-	-
2-22 Statement on sustainable development strategy	-	1, 2, 3, 4, 5, 6, 7, 8, 9 and 10	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	5	-	-
2-23 Policy commitments	-	1, 2, 7 and 8	-	The company's Code of Conduct also deals with human rights issues. The document uses the term “human rights” in accordance with the principles of the United Nations Global Compact. The document is validated by the company's senior management and is publicly available on the website: https://www.usacucar.com.br/wp-content/uploads/2024/10/ust_codigo_conduta_2024_Vs6-Versao-para-Site-UST.pdf . The document contains guidelines for the company's stakeholders, both internal and external. All employees receive Code of Conduct training, and stakeholders are informed of the guidelines outlined in the document.	Usina Santa Terezinha understands the precautionary principle as the management of strategic, operational, economic-financial, and ESG (Environmental, Social and Governance) risks. The criteria for the company to determine the main impacts, risks, and opportunities are guided by the risk drivers (internal and external), classified as strategic and operational. They are described in Usina Santa Terezinha's Code of Conduct and were developed and approved by the company's Committees and validated by Usina Santa Terezinha's Senior Management.	-

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
2-24 Embedding policy commitments	-	-	-	The management of policies, the Code of Conduct, and the guidelines is carried out through training and committees. All managers are trained and responsible for being guardians, and they multiply this responsibility to their teams. During the induction of new employees, the guidelines are communicated. Over the year, employees also receive a refresher course on the guidelines through DDIs (Daily Information Dialogues).	-	X
2-25 Processes to remediate negative impacts	Not applicable: The design, review, and operation of the existing mechanism for receiving reports of negative impacts comply with market practices, ensuring confidentiality for users. Internally, all contacts are thoroughly investigated and deliberated upon by a committee comprising Internal Audit, Legal, and Human Resources, ensuring their proper handling. There is no other channel available, as the current one meets the need and was structured in accordance with market practices.	-	-	The Whistleblowing Channel and the subsequent processing of information by the Committee are responsible for addressing negative impacts reported by stakeholders. Feedback is not provided, as the aim is to protect the confidentiality of the whistleblower. In addition, the company develops projects that enable closer ties with neighboring communities, such as Unidos contra o Fogo (United Against Fire), Semeando o Verde (Sowing the Green), and Formação-UST (UST Training).	-	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
2-25 Processes to remediate negative impacts	The changes made in 2024 will be reported in the next report, specifically regarding the receipt of complaints via a dedicated platform – Canal Seguro (Secure Channel).	-	-	The Whistleblowing Channel and the subsequent processing of information by the Committee are responsible for addressing negative impacts reported by stakeholders. Feedback is not provided, as the aim is to protect the confidentiality of the whistleblower. In addition, the company develops projects that enable closer ties with neighboring communities, such as Unidos contra o Fogo (United Against Fire), Semeando o Verde (Sowing the Green), and Formação-UST (UST Training).	-	X
2-26 Mechanisms for seeking advice and raising concerns	-	10	16	The Audit and Human Resources departments are responsible for managing these mechanisms, with support from the Legal department.	-	X
2-27 Compliance with laws and regulations	Confidentiality restrictions Information will not be reported due to confidentiality reasons.	-	-	-	-	X
2-28 Membership associations	-	1, 2 and 7	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	The Cidade Gaúcha and Rondon units are members of Udop (National Bioenergy Union).	-	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
2-29 Approach to stakeholder engagement	-	-	16	The purpose of stakeholder engagement is to foster dialogue and strengthen relationships, enabling a deeper understanding of their questions, suggestions, needs, and expectations. This approach allows for a more agile and efficient flow of information. Stakeholders and priority issues are mapped through Reports, Social Media, and the Ombudsman.		
2-30 Collective bargaining agreements	-	2, 3, 4 and 5	3, 8 and 16	34, 45	100% of the employees are covered by collective bargaining agreements. Employees are defined as all individuals covered under the CLT (Consolidated Labor Laws). The following categories are excluded from this group: young apprentices and outsourced workers.	-
GRI 3: Material Topics 2021						
3-1 Process to determine material topics	-	-	16	6, 9, 10, 11	-	X
3-2 Lista de temas materiais	-	1, 2, 3, 4, 5, 6, 7, 8, 9 and 10	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	There are no significant changes. Significant changes compared to the previous report: <ul style="list-style-type: none">- Change in the criteria for calculating an indicator.- Changes in the total number of operating units: acquisition or hibernation of a unit or suspension of a unit's agro-industrial activities.- Change in the cut-off date for an indicator (from crop year to annual).	-	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
3-3 Management of material topics	-	7 and 8	1, 2, 3, 4, 6, 7, 8, 11, 13, 14, 15, 16 and 17	Details of the location of the impacts and the organization's involvement are described throughout the Sustainability Report. For the Anti-Corruption Practices topic, there is no assessment to identify actual or potential negative or positive impacts. Policies and contract drafts are measures taken to manage the topic of "Anti-Corruption Practices" and their impacts. The guidelines are outlined in the company's Code of Conduct, and where applicable, will be addressed individually by the Ethics Committee. There was no engagement with external stakeholders to support the measures taken, only with internal stakeholders (company leaders).	-	X
GRI 201: Economic Performance 2016						
201-1 Direct economic value generated and distributed	Unavailable/ Incomplete Information: Regarding investments made in the community during the 2024/2025 crop year, the company's Cost Center has been structured, which will contribute to the reporting of this item in the next report.	7 and 8	1, 2, 3, 4, 6, 7, 8, 11, 13, 14, 15, 16 and 17	-	It is presented in accordance with the format set forth in the Financial Statements. UST does not present a Statement of Value Added (SVA). Only a Statement of Cash Flow (SCF) is presented.	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
GRI 203: Indirect Economic Impacts 2016						
203-1 Infrastructure investments and services supported	-	7 and 8	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	10, 35, 41, 45	Investments beyond the company's legal obligations are considered "significant." They have a significant impact on the communities where the company operates. Positive impacts are those that directly benefit communities without fulfilling a commercial purpose. Negative impacts can be related to the change in lifestyle that the community may experience due to economic and population growth. As for relevant impacts, it is understood that, like the negative and positive ones, they can be related to population growth and increased economic demand.	-
203-2 Significant indirect economic impacts	-	7 and 8	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	No significant negative indirect economic impacts were identified in the 2024/2025 crop year.	We consider significant the indirect economic impacts of initiatives under our management that, indirectly due to UST's actions, generate positive or negative impacts in the community surrounding the units. One example is the employability benefits provided to the community through the company's qualifications, as part of the Training UST – Community project.	X
GRI 204: Procurement Practices 2016						
204-1 Proportion of spending on local suppliers	-	10	12 and 16	10, 51	Suppliers located in the state of Paraná are considered local. The total number of suppliers from April 2024 to March 2025 is considered. All suppliers with at least one purchase from the company were considered, and 100% of them were included in the calculation.	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
GRI 205: Anticorruption 2016						
205-1 Operations assessed for risks related to corruption	Unavailable/ Incomplete information: No assessments of impacts related to the risk of corruption in operations are made, and the forecast is to continue to monitor possible cases through the Ombudsman.	10	16	The company monitors cases of corruption through the Ombudsman's Office. As reported in GRI indicator 205-3, there were no cases for the 2024/2025 crop year.	"Operations" is understood to be the same concept reported in 2-6. "Significant risks" refers to critical risks that potentially threaten the achievement of business objectives. Operations that, in their processes, involve the possibility of misappropriation of funds, undue favoritism, or manipulation of procedures and contracts threaten the achievement of the company's business objectives.	X
205-3 Confirmed incidents of corruption and actions taken	-	10	16	In the 2024/2025 crop year, there were no confirmed cases of corruption at Usina Santa Terezinha.	The company defines corruption as any direct or indirect favoring of an employee (in the form of money, gifts, or advantages), whether it occurs within a private company or public bodies. Confirmed cases are those considered valid after an internal investigation.	X
GRI 301: Materials 2016						
301-1 Materials used by weight or volume	-	-	12 and 16	10, 11, 15, 18, 55, 56	Reporting on the consumption of the primary materials used in the production process. The weight/volume of materials and products is not estimated. The items (chemicals) are controlled by leaving the inventory. Concept of main products and services: Product/service coming from the company's main activity. Renewable materials: Raw materials that can be renewed in the cycle (sugarcane). Non-renewable materials: Finite cycle products.	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
301-2 Recycled input materials used	-	7,8 and 9	3, 6, 7, 8, 9, 12, 14, 15, 16 and 17	<p>UST's main products are Sugar, Ethanol, and Energy.</p> <p>- Sugar and Ethanol: Not applicable (0%)</p> <p>No raw materials or recycled materials are used in the production process for sugar and ethanol. Bagasse generated in the industry's production process is used to produce electricity (bioelectricity). Bagasse can be understood as a byproduct of the plant, and its combustion generates electricity.</p> <p>- Energy (sale of surplus): Not applicable (0%).</p> <p>The electricity (bioelectricity) produced comes from sugarcane bagasse, so it is not a recycled material (but rather a by-product that is reused). All bagasse produced is used to generate energy in agro-industrial units. When there is a surplus in units that do not sell surplus energy, it is transferred to units that do sell it, namely: Paranacity, Tapejara, Cidade Gaúcha, and Terra Rica.</p>	<p>Reporting of recycled material used and product: Bioelectricity (electric power produced from sugarcane bagasse).</p> <p>The main products come from UST's core business, which is sugar production. Besides sugar, ethanol is produced and, in some units, surplus electricity is sold.</p> <p>The raw material used in the production process is weighed in its entirety.</p>	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
GRI 302: Energy 2016						
302-1 Energy consumption within the organization	-	7, 8 and 9	7 and 12	15, 53, 54 There is no consumption or sale of heating, cooling, or steam as fuels by UST; There is no consumption of non-renewable energy, except through the purchase of energy from third parties in the SIN (National Interconnected System), where the energy purchased is predominantly from a hydroelectric source (a renewable source). However, it can also be from a thermoelectric source (non-renewable source), thus this distinction is not possible.	The reported energy consumption data only considers the consumption related to the industrial units. The values are only from active production units. Hibernating units do not produce energy. They use an insignificant amount of energy (compared to an active, productive unit) from the concessionary. The calculation does not consider corporate units since they do not produce energy. They use energy from the concessionary.	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
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GRI 303: Water and Effluents 2018

303-2 Management of water discharge related impacts	-	7, 8 and 9	6, 9, 12, 14, 16 and 17	<p>The company's units do not discharge effluents into water bodies. The wastewater from the Paranacity, Terra Rica, Rondon, Cidade Gaúcha, Ivaté, and Tapejara units, which comes from sugarcane washing and the production process, is treated with a grating, sedimentation tank, and lagoon system for reuse in the process. After saturation, the wastewater is sent for incorporation into agricultural soil.</p> <p>At the Iguatemi Unit, there is a difference in structure, where a decanting system replaces the sedimentation ponds. The treated effluent is directed to sugarcane crops.</p> <p>As the water is used on agricultural land, there are no standards, quality controls, and/or requirements for discharge. Therefore, the watercourse profile was not considered because there is no discharge of effluents/ wastewater into water bodies.</p> <p>The minimum standards established for the quality of effluent disposal are determined through UST's participation in the five Watershed Committees, which operate in regions where the company has operations.</p>	-
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GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
303-3 Water withdrawal	Unavailable/ Incomplete information: The flow meters at the Cidade Gaúcha and Rondon units were installed in 2023/2024. And in Iguatemi, if technically feasible, they will be installed in the 2025/2026 crop year. For this reason, the indicator will be reported in the following Sustainability Report.	7, 8 and 10	6, 9, 12, 14, 16 and 17	-	-	-
GRI 305: Emissions 2016						
305-1 Direct (Scope 1) GHG emissions.	-	7 and 8	3, 12, 13, 14 and 15	Scope 1 includes CO2, CH4 and N2O gases. The emission factors used are those provided by the GHG Protocol. Usina Santa Terezinha's production units Paranacity, Terra Rica, and Tapejara have a Greenhouse Gas Inventory (page 54). In the long term, this management will be extended to all of the company's (active) production units gradually, concluding this plan by 2030.	The Brazilian GHG Protocol Program serves as the standard for methodology, assumptions, and calculation tools.	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
305-2 - Indirect greenhouse gas (GHG) emissions (Scope 2) from the purchase of energy	-	-	-	Greenhouse gas (GHG) emissions are reported through an inventory, with Scopes 1 and 2 (page 54). The assumptions follow the GHG Protocol	The Brazilian GHG Protocol Program is used as the standard, methodology, assumptions, and/or calculation tools.	X
GRI 306: Waste 2020						
306-3 Waste generated	-	7, 8 and 9	3, 6, 7, 8, 12, 13, 14, 15 and 16	This report incorporates data from production units.	100% of the waste from the production process is reported as “Not Dangerous.”	X
GRI 401: Employment 2016						
401-1 New employee hires and turnover	Unavailable/ Incomplete information: The system does not include an analysis of these hiring criteria and stratification of turnover by gender, age group, and region. However, an action plan will be prepared for the next report.	3, 4, 5 and 6	5, 8, 10 and 16	33	The formula used to calculate the turnover rate is: (Hired/ month + Fired/month) / 2 x 100) / Number of employees in the previous month. Only CLT (permanent) employees are considered. The information about “Hired and Fired - month” considers the final month of the crop year (March).	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	3, 4, 5 and 6	3, 4, 5, 8, 10 and 16	a) The benefits of these items do not apply to the company as they are not offered. Concerning maternity/paternity leave, the standard defined by Brazilian legislation is adopted. b) Important operational units: all the operational and administrative units where Usina Santa Terezinha employees are based are considered.	The report considers the same premises as indicator 2-7. The benefits, including disability and invalidity assistance, private pension, and share purchase plan, do not apply to the company as they are not offered. Concerning maternity/paternity leave, the standard defined by Brazilian legislation is adopted.	-
GRI 402: Labor/Management Relations 2016						
402-1 Minimum notice periods regarding operational changes	-	3	8 and 16	There is no standard minimum deadline; it depends on the strategy of each demand.	The report considers the same premises as indicator 2-7. We consider the following situations to be significant operational changes: restructuring, acquisitions and shutdowns, the end and beginning of crop years, and industry maintenance.	-
GRI 403: Occupational Health and Safety 2018						
403-1 Occupational health and safety management system	-	-	3, 8 and 16	Not reported due to legal requirements. The SGI is being developed voluntarily to continually improve UST's management system. There is no ISO as a parameter. In the future, if deployed, it will be used as a basis for implementation.	The SSMA (Health, Safety, and Environment) area comprises employees present at our operating units and at our Corporate headquarters, who are responsible for consolidating and controlling data. The report considers the same assumptions as indicator 2-7, except that workers who are not employed (outsourced workers) specifically for Health and Safety indicators are also included in management statistics and third-party data reported.	X
403-2 Hazard identification, risk assessment, and incident investigation	-	-	3, 8 and 16	44, 45	Data on employees (CLT), apprentices, and outsourced workers is considered for the calculation.	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
403-3 Occupational health services	-	-	3, 8 and 16	44	Data on employees (CLT), apprentices, and outsourced workers is considered for the calculation.	-
403-4 Worker participation, consultation, and communication on occupational health and safety	-	-	3, 8 and 16	44	Data on employees (CLT), apprentices, and outsourced workers is considered for the calculation.	-
403-5 Worker training on occupational health and safety	-	-	3, 8 and 16	36, 41	Data on employees (CLT), apprentices, and outsourced workers is considered for the calculation.	X
403-6 Promotion of worker health	-	-	3, 8 and 16	41, 42	Data on employees (CLT), apprentices, and outsourced workers is considered for the calculation.	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
403-9 Work-related injuries	-	-	3, 8 and 16	<p>Own employees 2024/2025: Part of the body affected: Finger (47); Hand (except wrist or fingers) (20); Toe (9); Eye (including optic nerve and vision) (9); Ankle joint (6); Knee (7); Foot (except toes) (7); Arm (between the wrist and shoulder) (5); Arm (above the elbow) (6); Leg (between the ankle and pelvis) (6); Face (any combination of the above parts) (6); Mouth (including lips, teeth, tongue, throat, and palate) (4); Torso (any combination of the above parts) (3); Multiple parts - More than one major limb (4); Wrist (3); Forearm (between wrist and elbow) (3); Head (any combination of the above parts) (3); Neck (2); Thigh (2); Abdomen (including internal organs) (2); Upper limbs (2); Ear (external, middle, internal, hearing, and balance) (1); Elbow (1); Head, NIC (1); Chest (including internal organs) (1); Lower limbs, NIC (1); Leg (from ankle, exclusive, to knee, exclusive) (1); Location of injury, NIC (1); Back (including back muscles, spine, and spinal cord) (1); Face (any combination of the above parts) and Neck (1).</p> <p>Generating situation: Impact suffered by a person from a falling object (18); Impact of a person against a stationary object (13); Impact suffered by a person from a projectile object (13); Impact of a person against a moving object (12); Fall of a person with a difference in vehicle level (10); Contact with an object or substance at a very high temperature (10); Entrapment in, under, or between a stationary object</p>	<p>Data on employees (CLT), apprentices, and outsourced workers is considered for the calculation. A CAT is opened for every incident with injury to persons. Rates were calculated based on 1,000,000 hours worked. High-consequence accidents are accidents resulting in time off work, and low-consequence accidents are accidents without time off work (with or without permanent injury). Data involving outsourced workers is added to the data for own employees, and with the SGI structure in place at Usina Santa Terezinha, this data will be calculated separately.</p> <p>We understand “compulsory communication accidents at work” to mean accidents in which a CAT (Communication of Accident at Work) has been opened. The Severity Rate (TG) includes deaths resulting from work accidents (and the number of days lost due to accidents with time off work – high consequence). In the case of death, according to Table 1 of NBR 14280:2001, 6,000 days are deducted. According to the methodology established in NBR 14280:2001, the TG is calculated using the formula: $TG = (\text{No. of days lost} + \text{days debited}) \times 1,000,000 / \text{HHT}$.</p> <p>Days debited refer to days of permanent disability or death that must be considered when calculating the severity rate.</p> <p>Lost days are the total number of days that the injured person is away from work as a result of an accident with temporary disability.</p> <p>This applies to both direct employees and outsourced workers.</p> <p>The calculation includes data on direct employees (under the Consolidated Labor Laws), apprentices, and outsourced workers. A CAT report is filed for every incident involving personal injury.</p> <p>The rates were calculated based on 1,000,000 hours worked. High-consequence accidents are those resulting in time off work, and low-consequence accidents are those without time off work (with or without permanent injury). Data involving outsourced workers is added to the data for own employees, and, with the SGI structure in place at Usina Santa Terezinha, this data will be calculated separately.</p>	

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
403-9 Work-related injuries	-	-	3, 8 and 16	and a moving object (9); Attack by a venomous living creature (9); Impact suffered by a person, NIC (7); Entrapment in, under, or between converging (grille) or interlocking moving objects (7); Attack by a living creature by bite, sting, goring, kick, etc., not applicable in cases involving venom or disease transmission (7); Fall of a person with a difference in level, NIC (6); Fall of a person on the same level on a passageway or support surface (5); Fall of a person on the same level on or against something (4); Friction or abrasion from touching, stepping on, kneeling on, or sitting on an object (not vibrating) (4); Friction or abrasion from handling an object (not vibrating) (4); Body reaction to its movements - involuntary movement (slip without fall, etc.) (4); Friction or abrasion from a foreign body in the eye (3); Body reaction to its movements - voluntary movement (3); Type not applicable (3); Fall of a person with a difference in level from scaffolding, passageway, platform, etc. (2); Fall of a person with a difference in level from a mobile or fixed staircase whose steps do not allow full foot support (2); Fall of a person on the same level, NIC (1); Entrapment in, under, or between two or more moving objects (without fitting) (1); Entrapment in, under, or between collapsed or crumbling buildings, barriers, etc. (1); Friction or abrasion, NIC (1); Absorption (by contact) of caustic, toxic, or harmful substances (1); Inhalation, ingestion, and absorption, NIC (1); Exposure to non-ionizing radiation (1); Exposure to	We understand “mandatory reporting work accidents” to be accidents with the opening of a CAT (Work Accident Report). The Severity Rate (SR) includes deaths resulting from work accidents (and the number of days lost due to accidents with time off work – high consequence). In the case of death, according to Table 1 of NBR 14280:2001, 6,000 days are counted. According to the methodology established in NBR 14280:2001, the TG is calculated using the formula: TG = (No. of days lost + days counted) X 1,000,000 / HHT. Days debited are days of permanent disability or death that must be considered in calculating the severity rate. Days lost are the total number of days the accident victim is away from work as a result of an accident with temporary disability. This applies to both in-house and outsourced employees. The Frequency Rate (FR) includes the number of accidents with high and low consequence personal injuries. According to the methodology established in NBR 14280:2001, the FR is calculated using the formula: FR = no. of accidents X 1,000,000 / HHT. This applies to both direct and outsourced employees. The Lost Time Frequency Rate only considers the number of accidents resulting in lost time. According to the methodology established in NBR 14280:2001, the Lost Time Frequency Rate is calculated using the formula: Lost Time Frequency Rate = no. of accidents with lost time X 1,000,000 / HHT. This applies to both direct and outsourced employees.	

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
403-9 Work-related injuries	-	-	3, 8 and 16	noise (1); Exposure to air pollution (1); Type, NIC (1). Outsourced 2024/2025: Part of the body affected: Ankle joint (1); Arm (between the wrist and shoulder) (1); Torso (any combination of the above parts) (1). Generating situation: Impact of a person against a moving object (1); Fall of a person with a difference in vehicle level (1); Contact with an object or substance at very high temperature (1).	The Frequency Rate (FR) includes the number of accidents with high and low consequence personal injuries. According to the methodology established in NBR 14280:2001, the FR is calculated using the formula: $FR = \text{no. of accidents} \times 1,000,000 / \text{HHT}$. This applies to both direct and outsourced employees. The Lost Time Frequency Rate only considers the number of accidents resulting in lost time. According to the methodology established in NBR 14280:2001, the Lost Time Frequency Rate is calculated using the formula: $\text{Lost Time Frequency Rate} = \text{no. of accidents with lost time} \times 1,000,000 / \text{HHT}$. This applies to both direct and outsourced employees.	
GRI 404: Training and Education 2016						
404-1 Average hours of training per year per employee	-	1 and 2	16	36, 40	In training, we consider both classroom and online courses. The report finds the same premises as indicator 2-7. The figures per unit refer only to completed training. The data obtained from online and face-to-face training is via the internal system (Sol). The average refers to the total number of hours of training per employee. The functional categories are stratified by "LEVEL," where each position is classified among the following levels: director, manager, supervisor, coordinator, in charge, and operational.	-

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
GRI 406: Non-discrimination 2016						
406-1 Incidents of discrimination and corrective actions taken	-	1 and 2	16	There were no complaints related to human rights violations; only complaints or suggestions for improvements of a subjective and non-discriminatory nature.	The company considers any proven disrespectful behavior to be a form of discrimination. Disrespectful attitudes are those described in the Code of Conduct, including any discriminatory expression of any nature (based on race, physical characteristics, age, gender, sexual orientation, religious beliefs, disability, ethnic background, sociocultural condition, origin, or marital status) directed at any person. These cases are recorded internally and classified as “Discrimination.”	X
GRI 413: Local Communities 2016						
413-1 Operations with local community engagement, impact assessments, and development programs	Unavailable/ Incomplete information: The company does not have committees and processes for broad consultation with the local community (item vi), including vulnerable groups. However, for future harvests, there will be processes in place to value project proposals with the community through tax incentives.	1, 7 and 8	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	-	The company understands that operations encompass all the activities conducted by the company at its operating units. “Engagement in local communities” refers to socio-environmental projects developed in the municipalities where UST operates, prioritized based on the Materiality Matrix and Sustainability/ESG Master Plan. The Sustainability/ESG Master Plan is updated each crop year, and a multidisciplinary team works with stakeholders to map social and environmental institutions in order to identify the demands and priorities of the region where UST operates. Some of the criteria that should be met by institutions to be selected to participate in the projects are that they should be of a social assistance or socio-educational nature. In addition, the data is measured by the Communication & Sustainability area using spreadsheets that track: objectives; periods; investments; SDGs, Global Compact Principles, and prioritized GRI; scope; areas involved; quantitative and qualitative results. The impacts are assessed according to socio-environmental criteria and considered for the next project cycles.	X

GRI Content	Omission	Global Compact Principles	SDGs (Sustainable Development Goals)	Page/ Response	Details of The Criteria, Exceptions/Amendments to Reporting Limits, and Rationale	Assured Indicators
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GRI 416: Consumer Health and Safety 2016

GRI 416: Assessment of the health and safety impacts of product and service categories

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3, 9, 12, 16 and 17

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Vive Certification is a sustainability program that aims to ensure UST's activities are aligned with the Social, Economic, and Environmental pillar. The risk assessment is a matrix that evaluates probability versus severity, resulting in a risk classification. All risks to which the employee is exposed, both to their health and safety, are weighed. In this methodology, risk mitigation actions are reported. To obtain Vive sustainability certification, one of the criteria is to conduct a risk analysis of the following pillars: People, Industrial facilities that cover 100% of sugar, ethanol, and energy production, and the Agricultural pillar, which encompasses the entire raw material production process.

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LIST OF ACRONYMS

Acim (Associação Comercial e Empresarial de Maringá / Commercial and Business Association of Maringá)

ACL (Ambiente de Contratação Livre / Free Contracting Environment)

ACR (Ambiente de Contratação Regulada / Regulated Contracting Environment)

Adita (Associação dos Distribuidores de Insumos e Tecnologia Agropecuária / Inputs and Agricultural Technology Distributors Association)

AHP (Analytic Hierarchy Process)

Aids (Acquired Immunodeficiency Syndrome)

Alcopar (Associação de Produtores de Bioenergia do Estado do Paraná / Paraná Bioenergy Producers Association)

APA (Área de Proteção Ambiental / Environmental Protection Area)

APP (Áreas de Preservação Permanente / Permanent Preservation Areas)

Aranav (Associação dos Revendedores de Agrotóxicos de Naviraí / Naviraí Agrochemical Resellers Association)

ART (Anotação de Responsabilidade Técnica / Technical Responsibility Annotation)

ASG (Ambiental, Social e Governança) / ESG (Environmental, Social, and Governance)

Biosul (Associação de Produtores de Bioenergia de Mato Grosso do Sul / Mato Grosso do Sul Bioenergy Producers Association)

BNDES (Banco Nacional de Desenvolvimento Econômico e Social / National Bank for Economic and Social Development)

CAD (Conselho de Administração / Administrative Council)

CBH (Comitês de Bacia Hidrográfica / River Basin Committees)

CBIOS (Créditos de Descarbonização / Decarbonization Credits)

CERH/PR (Conselho Estadual de Recursos Hídricos do Paraná / Paraná State Council for Water Resources)

CGC/Mapa (Cadastro Geral de Classificação do Ministério da Agricultura, Pecuária e Abastecimento / General Classification Register for the Ministry of Agriculture, Livestock and Supply)

CIA (Centro de Inteligência Agrícola / Center for Agricultural Intelligence)

Cipa (Comissão Interna de Prevenção de Acidentes / Internal Accident Prevention Commission)

Cipatr (Comissão Interna de Prevenção de Acidentes do Trabalho Rural / Internal Work Accident Prevention Commissions)

CLT (Consolidação das Leis do Trabalho / Consolidation of Labor Laws)

CNH (Carteira Nacional de Habilitação / National Driving License)

Cohapar (Companhia de Habitação do Paraná / Paraná Housing Company)

Consecana-PR (Conselho dos Produtores de Cana-de-açúcar do Paraná / Paraná Sugarcane Producers Council)

COP (Comunicação de Progresso / Communication of Progress)

CPCE (Conselho Paranaense de Cidadania Empresarial / Paraná Business Citizenship Council)

CSC (Centro de Serviços Compartilhados / Shared Services Center)

CTC (Centro de Tecnologia Canavieira / Sugarcane Technology Center)

CTINS (Câmara Técnica de Instrumentos de Gestão / Technical Chamber for Management Instruments)

CTPLAN (Câmara Técnica de Acompanhamento do Plano / Technical Chamber for Plan Monitoring)

D&I (Diversidade & Inclusão / Diversity & Inclusion)

DDS (Diálogos Diários de Segurança / Daily Security Talks)

DDSMA (Diálogos Diários de Saúde, Segurança de Meio Ambiente / Daily Talks on Health, Safety and Environment)

DFC (Demonstração do Fluxo de Caixa / Cash Flow Statement)

DVA (Demonstração do Valor Adicionado / Value Added Statement)

EBITDA (Earnings before interest, taxes, depreciation and amortization)

Emae (Eficiência Mecânica Anti-Erosão / Anti-Erosion Mechanical Efficiency)

Encob (Encontro Nacional dos Comitês de Bacias Hidrográficas / River Basin Committees National Meeting)

EPA (Environmental Protection Agency)

EPC (Equipamento de Proteção Coletiva / Collective Protection Equipment)

EPI (Equipamento de Proteção Individual / Personal Protection Equipment)

ESG (Environmental, social and governance)

ETA (Estação de Tratamento de Água / Water Treatment Plant)

Faep (Federação da Agricultura do Estado do Paraná / Paraná State Agriculture Federation)

Fiep (Federação das Indústrias do Estado do Paraná / Paraná State Federation of Industries)

Fundag (Agricultural Research Support Foundation)

Funpar (Paraná Federal University Foundation)

GEE (Gases de Efeito Estufa / Greenhouse Gases)

GEO (Geotecnologia Agrícola / Agricultural Geotechnology)

GJ (Gigajoule)

GRI (Global Reporting Initiative)

HHT (Homens-Horas Trabalhadas / Man-Hours Worked)

IAC (Instituto Agrônomo de Campinas / Agronomic Institute of Campinas)

IAT (Instituto Água e Terra do Paraná / Paraná Water and Land Institute)

ICI (Instituto Cultural Ingá / Ingá Cultural Institute)

IDR-Paraná (Instituto de Desenvolvimento Rural do Paraná / Paraná Rural Development Institute) – IAPAR-EMATER IEL (Euvaldo Lodi Institute)

IFRS (International Financial Reporting Standards)

IGEE (Inventário de Gases de Efeito Estufa / Greenhouse Gas Inventory)

IRPJ (Imposto de Renda Pessoa Jurídica / Corporate Income Tax)

ISRS (International Safety Rating System)

IST (Infecção Sexualmente Transmissível / Sexually Transmitted Infection (STI))

Lgbtqi+ (Lesbian; Gay; Bisexual; Transgender or Transvestites; Queer; Intersex; Asexual; Other Sexual Orientations and Gender Identifications)

LGPD (Lei Geral de Proteção de Dados Pessoais / General Personal Data Protection Law)

LTCAT (Laudo Técnico das Condições Ambientais do Trabalho / Technical Report on Environmental Conditions at Work)

Mapa (Ministério da Agricultura, Pecuária e Abastecimento / Ministry of Agriculture, Livestock and Supply)

MPB (Mudas Pré-Brotadas / Pre-Sprouted Seedlings)

MWh (Megawatt/hour)

NPK (Nitrogênio, Fósforo e Potássio / Nitrogen, Phosphorus and Potassium)

NR (Norma Regulamentadora / Regulating Norm)

ODS (Objetivos de Desenvolvimento Sustentável/ Sustainable Development Goals)

OIT (Organização Internacional do Trabalho / International Labor Organization)

ONG (Organizações Não Governamentais / NGO – Non-Governmental Organizations)

ONU (Organização das Nações Unidas / United Nations)

OS (Ordem de Serviço / Service Order)

Oscip (Organização da Sociedade Civil de Interesse Público / Public Interest Civil Society Organization)

PCA (Programas de Conservação Auditiva / Hearing Conservation Programs)

PCD (Pessoa com Deficiência / Person with Disability)

PCM (Planejamento e Controle de Manutenção / Maintenance Planning and Control)

PCMSO (Programa de Controle Médico de Saúde Ocupacional / Occupational Health Medical Control Program)

PGMCA (Programa de Pesquisa em Melhoramento Genético da Cana-de-Açúcar / sugarcane Genetic Improvement Research Program)

PGR (Plano de Gerenciamento de Riscos / Risk Management Plan)

PPR (Profit Sharing Program)

PPRA (Programa de Prevenção de Riscos Ambientais / Environmental Risk Prevention Program)

PPV (Prêmio de Produção Variável / Variable Production Bonus)

Procomitês (Programa Nacional de Fortalecimento dos Comitês de Bacias Hidrográficas / National Strengthening Program for Hydrographic Basin Committees)

PwC (Price waterhouse Coopers)

QSSMA (Qualidade, Saúde, Segurança e Meio Ambiente / Quality, Health, Security and Environment)

RFS2 (Renewable Fuel Standard)

RH (Recursos Humanos/ Human Resources)

Ridesa (Rede Interuniversitária para o Desenvolvimento do Setor Sucroalcooleiro / Interuniversity Network for the Development of the Sugar and Alcohol Sector)

Rppn (Reserva Particular do Patrimônio Natural / Natural Heritage Private Reserve)

RTK (Real Time Kinematic)

SAGP (Sustainable Agriculture Guiding Principles)

SAI (Sustainable Agricultural Initiative Platform)

Salvo (Segurança, Nosso Alvo / Safety, our Target)

Senai (Serviço Nacional Aprendizagem Industrial/ National Service of Industrial Learning)

Senar (Serviço Nacional de Aprendizagem Rural/ National Service for Rural Learning)

Senat (Serviço Nacional de Aprendizagem do Transporte / National Transportation Learning Service)

Sesi (Serviço Social da Indústria / Industry Social Services)

SESMT (Serviço Especializado em Engenharia de Segurança e em Medicina do Trabalho / Specialized Service in Safety Engineering and

Occupational Medicine)

SGI (Sistema de Gestão Integrada / Integrated Management System),

SGP (Supplier Guiding Principles)

Sialpar (Sindicato da Indústria de Fabricação de Alcool do Estado do Paraná / State of Paraná Alcohol Manufacturing Industry Union)

Siapar (Sindicato da Indústria do Açúcar no Estado do Paraná / Sugar Industry Union in the State of Paraná)

Sicasq (Sistema de Cadastro dos Agentes da Cadeia Produtiva de Vegetais, seus Produtos, subprodutos e derivados para certificação da segurança e qualidade / Agent Registration System for the Vegetables, Products, By-products and Derivatives Production Chain for Safety and Quality Certification).

SIN (Sistema Interligado Nacional / National Interconnected System)

Sipatma (Semana Interna de Prevenção de Acidentes no Trabalho e Meio Ambiente / Internal Week for the Prevention of Accidents at Work and the Environment)

Sipeagro (Sistema Integrado de Produtos e Estabelecimentos Agropecuários / Agricultural Products and Establishments Integrated System)

SSMA (Saúde, Segurança e Meio Ambiente / Health, Safety and the Environment)

Stiqfepar (Sindicato dos Trabalhadores nas Indústrias Químicas e Farmacêuticas do Estado do Paraná / Union of Workers in the Chemical and Pharmaceutical Industries of the State of Paraná)

TF (Taxa de Frequência / Frequency Rate)

TG (Taxa de Gravidade / Severity Rate)

UDOP (União Nacional da Bioenergia / Bioenergy
National Union)

UEM (Universidade Estadual de Maringá /
Maringá State University)

UFRRJ (Universidade Federal Rural do Rio de
Janeiro / Rio de Janeiro Rural Federal University)

UST (Usina Santa Terezinha)

VANT (Veículo Aéreo Não Tripulado / Unmanned
Aerial Vehicle)

VHP (Very High Polarization)

WBCSD (World Business Council for Sustainable
Development)

WRI (World Resources Institute)

CORPORATE INFORMATION

[GRI 2-1]

Corporate

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Parque Industrial II
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Maringá – PR

Logistics – Maringá

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Parque Industrial 2
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Maringá – PR

Logistics – Paranaguá

Avenida José da Costa Leite, 1801
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CEP: 83209-658
Paranaguá – PR

Cluster Norte

Iguatemi Unit

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CEP: 87001-970
Maringá/ Distrito de Iguatemi – PR

Paranacity Unit

Lote 225, Gleba Ipiranga – Zona Rural
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CEP: 87660-000
Paranacity – PR

Terra Rica Unit

Fazenda São José, Lote 35 e anexos, s/nº, Bairro
Três Morrinhos
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CEP: 87890-000
Terra Rica – PR

Cluster Centro

Rondon Unit

Rodovia PR 492, KM 47 – Zona Rural
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CEP: 87800-000
Rondon – PR

Cidade Gaúcha Unit

Rodovia PR 82, KM 307 + 770 metros, s/nº –
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Cidade Gaúcha – PR

São Tomé Unit

Rodovia PR 082, KM 14, Trecho Cianorte/
Indianópolis – Zona Rural
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São Tomé – PR

Ivaté Unit

Rodovia PR 082, KM 8 – Zona Rural
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Ivaté – PR

Umuarama Unit

Estrada João Baraniuk, Km 5 – Zona Rural
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Umuarama – PR

Usina Rio Paraná

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CEP: 79970-000
Eldorado – MS

Cluster Sul

Tapejara Unit

Rodovia PR 323, KM 258 – Zona Rural
Phone/ Fax: (44) 3677-8600
CEP: 87430-000
Tapejara – PR

Moreira Sales Unit

Rodovia PR 180 – KM 178 – Zona Rural
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Moreira Sales – PR

ASSURANCE REPORT

[GRI 2-5]

Independent auditor's limited assurance report on the non-financial information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year

To the Board of Directors and Stockholders Usina de Açúcar Santa Terezinha Ltda.
Maringá – PR

Introduction

We have been engaged by Usina de Açúcar Santa Terezinha Ltda. ("Company" or "Santa Terezinha") to present our limited assurance report on the non-financial information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year of Santa Terezinha for the year ended March 31, 2025.

Our limited assurance does not cover prior-period information, or any other information disclosed together with the Sustainability Report/Communication of Progress: 2024/2025 Crop Year, including any incorporated images, audio files or videos.

Responsibilities of the management of Santa Terezinha

The management of Santa Terezinha is responsible for:

- selecting or establishing adequate criteria for the preparation and presentation of the information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year;
- preparing the information in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI-Standards) and with the basis of preparation developed by the Company;
- designing, implementing and maintaining internal controls over the significant information for the preparation of the information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year, which is free from material misstatement, whether due to fraud or error.

Limitations in the preparation and presentation of non-financial information and indicators

In the preparation and presentation of non-financial information and indicators Management followed the definitions of the Preparation Base developed by the Company and the GRI Standards, therefore, the information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year does not aim to provide assurance with regard to the compliance with social, economic, environmental or engineering laws and regulations. However, the aforementioned standards establish the presentation and disclosure of possible cases of non-compliance with such regulations when sanctions or significant fines are applied.

The absence of a significant set of established practices on which to base the evaluation and measurement of non-financial information allows for different but acceptable evaluation and measurement techniques, which can affect comparability between entities and over time.

Our independence and quality management

We have complied with the independence and other ethical requirements of the Federal Accounting Council (CFC), which are founded on the principles of integrity, objectivity, professional competence and due care, including confidentiality and professional behavior.

Our firm applies NBC PA 01 – "Quality Management for Firms (Legal Entities and Individuals) of Independent Auditors", and, consequently, has designed, implemented, and maintains a comprehensive quality management system, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Independent auditor's responsibility

Our responsibility is to express a conclusion on the non-financial information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year, based on our limited assurance engagement carried out in accordance with the Technical Communication CTO 01/12 – "Issuance of an Assurance Report related to Sustainability and Social Responsibility", issued by the Federal Accounting Council (CFC), based on the Brazilian standard NBC TO 3000 – "Assurance Engagements Other than Audit and Review", also issued by the CFC, which is equivalent to the international standard ISAE 3000 – "Assurance engagements other than audits or reviews of historical financial information", issued by the International Auditing and Assurance Standards Board (IAASB), applicable to non-financial information.

The aforementioned standards require that the work be planned and performed to obtain limited assurance that the non-financial information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year, taken as a whole, is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion.

A limited assurance engagement conducted in accordance with the Brazilian standard NBC TO 3000 and ISAE 3000 mainly consists of making inquiries of management and other professionals of Santa Terezinha involved in the preparation of the information, as well as applying analytical procedures to obtain evidence that allows us to issue a limited assurance conclusion on the information, taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that lead him to believe that the information disclosed in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year taken as a whole might present material misstatements.

As part of a limited assurance engagement in accordance with NBC TO 3000 (ISAE 3000), we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- (a) determine the suitability in the circumstances of the Company's use of the GRI Standards as basis of preparation of the non-financial information and indicators.
- (b) perform risk assessment procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal controls.
- (c) design and perform procedures responsive to where material misstatements are likely to arise in non-financial information and indicators. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

Summary of the procedures performed

The procedures selected are based on our understanding of the aspects related to the compilation, materiality, and presentation of the information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year, other circumstances of the engagement and our analysis of the activities and processes associated with the material information disclosed in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year in which significant misstatements might exist. The procedures comprised:

- (a) planning the work, taking into consideration the materiality and the volume of quantitative and qualitative information and the operating

and internal control systems that were used to prepare the information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year.

- (b) understanding the calculation methodology and the procedures adopted for the compilation of indicators through inquiries of the managers responsible for the preparation of the information.
- (c) applying analytical procedures to quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year.
- (d) applying substantive tests to certain non-financial information and indicators; and
- (e) when non-financial data relate to financial indicators, comparing these indicators with the financial statements and/or accounting records.

The limited assurance engagement also included the analysis of the compliance with the GRI Standards and the criteria established in the Premises Base developed by the Company. Our procedures did not include assessing the adequacy of the design or operating effectiveness of the controls, testing the data on which the estimates are based or separately developing our own estimate to compare with Santa Terezinha's estimate.

Basis for conclusion

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and limitations

The procedures applied in a limited assurance engagement are substantially less detailed than those applied in a reasonable assurance engagement, the objective of which is the issuance of an opinion on the information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year. Consequently, we were unable to obtain reasonable assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement, the objective of which is the issuance of an opinion. Had we performed an engagement with the objective of issuing an opinion, we might have identified other matters and possible misstatements in the information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year. Therefore, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate and estimate these data. Qualitative interpretations of the relevance, materiality, and accuracy of the data are subject to individual assumptions and judgments. Furthermore, we did not consider in our engagement the data reported for prior periods, nor future projections and goals. Our assurance report must be read and understood in the context of the limitations inherent in the process of the preparation of non-financial information and indicators used by management, including the fact this information is not intended to provide assurance with regard to the compliance with social, economic, environmental or engineering laws and regulations.

The contents included in the scope of this assurance engagement are presented in the GRI Content Index of the Sustainability Report/Communication of Progress: 2024/2025 Crop Year.

Conclusion

Based on the procedures performed, described herein, and on the evidence obtained, no matter has come to our attention that causes us to believe that the non-financial information included in the Sustainability Report/Communication of Progress: 2024/2025 Crop Year of Usina de Açúcar Santa Terezinha Ltda. has not been prepared, in all material respects, in accordance with the criteria established in the basis of preparation, and with the GRI Standards.

Other matters

Restriction on use and distribution

This report was prepared for the use of Santa Terezinha and may be presented or distributed to third parties, as long as they are familiar with the object and criteria applicable to this assurance engagement, considering its specific purpose described in the first paragraph of this report.

Any parties other than Santa Terezinha that obtain access to this report, or a copy thereof, and rely on the information contained therein does so at their own risk. We do not accept or assume any responsibility and deny any liability to any party other than Santa Terezinha for our engagement, the assurance report or our conclusions.

Maringá, November 27, 2025

PricewaterhouseCoopers Auditores Independentes Ltda. CRC 2SP000160/O-5

Maurício Colombari
Contador CRC 1SP195838/O-3